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Women in the Federal Service

Nearly 50,000 women are working in Canada's federal Public Service. How are thes being accepted in their jobs by their male co-workers? What changes in the organizatio of the Public Service have contributed to their present role? A recent study evaluates their employment and utilization.

WHAT role do women play in the federal Public Service? An independent inquiry conducted by Dr. Stanislaw Jude Professor of Economics, University of Ottawa, has attempted t determine how women fit into their positions with the feder Government service. The report of his survey has just bee published under the title, *Women in the Federal Service: Tha Employment and Utilization* (Queen's Printer, 142 pages, pri $2.00, Cat. No. L38-2568). Dr. Judek's inquiry, undertaken wi consultation from time to time with an interdepartment committee convened by the Canada Department of Labou was financed under contract with the Department.*

The problem of understanding how women participated the federal service at the time of Confederation did not exis quite simply because women were not employed. There is n reliable and acceptable statistical information on public em ployment prior to 1912, although it is known that, in 188 there were 24 women occupying permanent positions government service.

The earliest appointment was that of a deputy matron Kingston Penitentiary in 1870. During World War I and afte there was a steady increase in the number of women publ employees, and in 1928, there were 5,775 women, or 14 per cen of the total public service; 7,617, or 16.7 per cent, in 1931; an more than 8,000, or 18.7 per cent, by 1937.

During World War II, total employment in the feder service shot up from 46,000 to 116,000. In 1943, about 35 pe cent of federal employees were women, although this figure wa considerably reduced in the postwar period. And since 196 the proportion of women to men in departmental employmen has stood at about 27 per cent. The employment of men durin

*Dr. Judek assumes full responsibility for developing and carrying o the study and for the analyses, interpretations and recommendations this report. They do not necessarily reflect the thinking or policies of th Canada Department of Labour.

e period 1960-1966 presented a picture of steadier growth than at of women, which fluctuated.

Dr. Judek reports that the Canadian Public Service has for any decades included a relatively large proportion of temrary personnel, who have no formal status with respect to rmanency of employment and normal opportunities for omotion. Neither are they entitled to annual increases in pay, or to superannuation benefits. Permanent appointments there- re provide a better indication than temporary ones of historical ends in employment, because an indeterminate proportion of e temporary appointments may have been for very brief periods.

Disregarding the nature of the appointment, female public ppointees steadily increased their proportion of the total from 5.6 per cent in 1920 to 26 per cent in 1931. Despite declines ring the depression and postwar periods, the female per- ntage of total appointments under the Public Service Act has nged from 40 to 50 per cent a year.

The author notes that the employment of women in the deral service "has been a controversial problem and a trouble the governmental conscience since Confederation. A final, not entirely unquestioned, acceptance of female public mployees today is the result of changed social attitudes and of ltural, educational and economic progress."

The report of a Royal Commission in 1880 observed: Although we see no reason whatever why female clerks should ot be quite as efficient public servants as men, we are forced to nfess that there are several obstacles in the way of their mployment, which we fear it will be very difficult if not im- ossible to overcome." Some of these possible obstacles in- luded the need to seat women in rooms by themselves, and to pervise them by a person of their own sex.

Reluctance to employ women workers continued until the te 1920s, because of the competition they would afford to ale workers, even though they might be willing to work at wer positions, which paid lower salaries. A political scientist tudying the problem at that time conceded, "generously," Dr. Judek comments, that "the equality of salaries, however, hould be unhesitatingly endorsed."

In spite of provisions for equal pay for equal work in the ublic Service Act, women claimed that this did not work out n practice, for they were frequently placed in classifications wer than those for a man doing similar work.

In departmental agency service within the Public Service, he Department of National Defence is the largest employer of omen. The Canadian National Railways comes next. Depart- ents that require a large clerical staff to take care of their normous volume of paperwork, such as National Revenue especially in the Taxation Division), the Unemployment nsurance Commission, and the Dominion Bureau of Statistics, mploy significant proportions of women on their staffs, Dr. Judek reports.

The age pattern of women is bimodal, unlike that of men, ith peaks at 22-24 years and 45-49 years of age. The usual xplanation is that, nowadays, women work until the birth of he first child, keep house until all the children are in school, nd then re-enter the labour force. In the federal service, an dditional factor is the high proportion of women hired during he war, who are now 45-49 years of age. This proportion was harply reduced immediately after the war to make way for eturning servicemen.

During the last three decades, the functions of public em- loyees have undergone a significant transformation. Before Vorld War II, they were engaged primarily in routine clerical nd administrative work. Today, however, with the expansion f government activities in various areas from scientific to conomic, almost every occupation is represented in the federal

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A typist at the Dominion Bureau of Statistics

service. The number of different occupations in which women have been employed has steadily increased until, today, women are represented in almost every occupation, predominantly in some.

In 1966, women accounted for less than 10 per cent of the total employed in the Professional group, which comprises those classes in which the incumbents have received specialized university training. The relative increase of female professionals between 1960 and 1966, however, was somewhat higher than that for men.

Women are scarcely represented in the Administration group, which deals with administration of programs and personnel, financial administration, or administration of regulations. The Technical and Inspection group includes those classes for which university education is not normally a requirement.

The absence of women in many professional and technical fields in the federal service may be explained by the scarcity of women with the requisite training in these fields. Four fifths of the female employees are to be found in the office category, which comprises the clerical group and the typing and related group. The hospital category includes occupational classes connected with hospital work and, of course, female nurses are fairly represented in it.

The study reveals that 66 female seed analysist and 98 store assistants were employed, which, the author says, "would seem to indicate that some imagination is being brought to bear on the utilization of womanpower in the government service."

Women in the public service earn less than men. The author attributes this to the fact that most women are placed in the lower-paid occupations, and also have lower grades within these occupations. Among male employees, 8.2 per cent earned $10,000 and above in 1966, compared with 0.5 per cent of female employees. In that year, the median income of women was slightly below $4,000, whereas the median income of men was approximately $5,350. Between 1960 and 1966, median salaries for both males and females increased by roughly 25 per cent.

Prof. Judek notes: "For persons with university education, the differentials in median salaries between male and female public employees during the first two years of work appear to be insignificant, but the gap in remuneration widens with length of work experience. Women with university education (except a very few) are, apparently, not being utilized, and the

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Researcher, Department of Agriculture

differential in salary exceeds, in some cases, $4,000. This is particularly evident in the educational level of a Bachelor's degree or its equivalent.

More than 37 per cent of the women in the federal service in 1966 earned between $3,000 and $3,999; 29 per cent between $4,000 and $4,999; and 13 per cent between $5,000 and $5,999. The comparative figures for men are 15 per cent earning between $3,000 and $3,999; 26 per cent earning between $4,000 and $4,999; and 26 per cent earning between $5,000 and $5,999. More than 24 per cent of men earn between $6,000 and $10,000 whereas only 6 per cent of women are in this salary range.

There is no special program to develop better utilization of womanpower in the public service, and opportunities for advancement follow identical routes. There is no legal barrier for a woman's advancement. Even so, the author notes, there are relatively few women who have reached senior levels of administration.

"This," he adds, "no doubt, reflects existing prejudice against women, but may also be due to women themselves, with their somewhat lower career expectations or aspirations compared with those of men. The latter is a mere recognition of what has been the reality of women's situation. Other alleged reasons that have been advanced, but that are difficult to substantiate, include: women consider themselves temporary workers; they do not have the required education and training; men have always played a dominant role in our society; women are too emotional in their approach to business matters, and are more irregular in employment, with higher absenteeism and turnover rates."

The author reports: "It appears that there is no difference in the degree of promotions, as 43.5 per cent of female public employees were promoted between 1964 and 1966, compared with 42.7 per cent of males. But women in the professional and administration categories were lagging somewhat behind mr This is significant, as these occupations usually require university education. It also confirms the belief that fev women reach senior levels of administration and that th progress more slowly. Even in the predominantly femr occupations, or where women constitute a relatively hi proportion, such as librarians, language officers, nurses a dietitians, women are lagging behind men in their advanceme And it is in these professions that shortages are being expo enced by the public service."

Prof. Judek states that a great majority of women are in t lower income brackets, and that their advancement means l in purely monetary terms. There was no significant differer between men and women in the length of time spent at th present grade.

The author found considerable difference, however, in t employees' own assessment of their promotion expectatio About one third of the men surveyed in the sample, compar with one quarter of the women, believed that their chances f promotion were excellent or good. And only about one third the men and one half of the women thought that their chano were poor or very poor. A greater proportion of men th women in professional and administrative categories assess their chances as excellent or good. The principal reason giv for poor or very poor promotion prospects was the lack opportunities for promotion from the employee's grade position: 46.8 per cent of the men and 54.2 per cent of t women stated this reason.

The author finds it surprising that almost half the male e ployees and one third of the female employees desire to ente different line of work. One interpretation he gives is that very substantial proportion of both men and women are n really happy with what they are presently doing. Anoth interpretation is that men have a higher level of career aspir tion than women. "In any case," he notes, "it is improbab that all the respondents to the survey, whether in the profe sional or office categories, are in fact qualified to enter different line of work."

The survey also attempted to discover the distribution supervisory positions among male and female public employe About four men out of 10 held supervisory positions compar with fewer than two women out of 10. A very large proporti of men, the study reveals, believe that men are better supe visors, and show a negative attitude toward acceptance women as supervisors with power to make decisions.

In answer to the statement that women have a higher absent rate than men, the author discovered that one woman in fi was absent for 13 or more working days, whereas the ratio f men was one in 10. More than one third of the women we absent eight days or more in 1966, and just over one fifth of t men were absent this often. The more highly trained wom occupying responsible and better-paid positions are less oft absent, even when they have family responsibilities, than tho in the lower-paid jobs.

For married women, the rate of absence due to sick lea for eight working days or more is double that for single wome The rate of sick leave for single men is slightly less than th for single women. The author concludes that sick leave being used by married women for legitimate home responsib ities, "possibly in connection with maternity. This seems to confirmed when the extent of sick leave is related to a distribution."

Despite arguments sometimes put forward by female em ployees that special leave granted for personal reasons, suc as a death in the family, is more readily available to men tha to women, the author notes that it is in fact used slightly mo by women than by men. He found that 11.8 per cent of t

men were absent three or more days on special leave, com-ed with 9.3 per cent of the men.

Although the study of utilization of employees in the Public vice of Canada covered only full-time employees under the blic Service Act, the federal service also utilizes married men and others on a part-time basis. This method is rather exception.

Recently, however, the Public Service Commission of Canada rted a new part-time employment program to fill certain sitions in Ottawa for economists, statisticians and librarians t would allow married women and others to work four to hours a day, arranged to fit school hours. Salaries, based on alifications and requirements of the position, are pro-rated cording to the number of hours worked. The working year is m September to June, with time off during Christmas and ster holidays. This arrangement permits women to continue ir professional careers and to look after their home respon-ilities.

A comparative study of the utilization of part-time workers Canada and the United States concludes that such workers "as productive per hour as full-time employees, or more " and that "the largest number of part-time employees ed had qualifications of a kind or at a level in scarce supply." Canada, the percentage of employed women who work less n 35 hours a week has grown from 11.2 in 1954 to 20.9 in 64. In Canada, one worker in five works part-time; in the S., the proportion is about one in three.

The rate of mobility of employees within the federal Service ms to be higher for women than for men. During the first e years of work, internal mobility of men and women is most the same, the report shows. Slightly more than one arter had worked for one or more departments other than ir present one. In the professional occupational category, s proportion was about one fifth. But among the employees o had worked in federal employment for a period of six to years, women had changed department or agency more often an men. Approximately one half of them did not change, mpared with three fifths of the men. The same was true also employees who had worked for 16 to 25 years. Among ployees with 26 years of service or more, however, only one rd of the men had never changed department or agency, mpared with about half of the women.

The statistical evidence contained in the report indicates that e turnover rate in the federal service is almost twice as high r women as for men. Variations occur between different age oups and occupations. Between 1962 and 1965, the average te of turnover for men was 8 per cent, and for women, ghtly more than 15 per cent. The principal reasons for separa-n given by men included employment outside the federal vice, voluntary and involuntary retirement, full-time educa-nal studies, move to another locality, and ill health. For men, the reasons included marriage, maternity, full-time me responsibilities, retirement, full-time educational studies, d ill health.

Prof. Judek continues: "Although the turnover rates for th sexes in the professional group as a whole were approxi-ately the same as the rates for the whole federal Public vice, there were some significant differences within profes-nal occupations. This may be important in view of experien-d shortages of more highly trained manpower in Canada. may also suggest that the federal Government's recruitment d employment policies, with respect to university graduates, ould be directed toward attracting more women, particularly to those professional occupations that hitherto have been nsidered predominantly male occupations. This would inimize the wasteful turnover.

"An American study shows that the turnover rate for middle-ed women is lower than that for younger men. It suggests that '. . . in staffing certain positions where it is desirable to minimize turnover, well-qualified women in the middle age ranges could be expected to be better employment risks than younger men insofar as turnover is concerned.'"

Several aspects of the characteristics of work for women in the Public Service are analyzed in the report. Married women accounted for 43.5 per cent of the total number of women working in the federal Service in the Ottawa area. For the Canadian female labour force as a whole, 52.5 per cent of working women are married. One reason for this may be the fact that women did not find a place in the federal Service to any extent until 1955. In the professional and administrative categories, there were fewer married than single or other female public employees. Prof. Judek suggests that "for a married woman to remain in these two occupational groups requires an uninterrupted professional career involvement."

About 40 per cent of single female employees were younger than 25 years. "Between 25 and 44 years, the percentage of single women drops, presumably because a majority get married and leave the Service. Among other self-supporting women (widowed, separated or divorced), more than four fifths were 40 years or older.

The percentage of married women in federal employment decreases as the number of their children rises. More than 40 per cent of married female employees had no children. In the case of widowed, separated or divorced women, more than 50 per cent were not supporting children, 25 per cent had one child to support, and the rest had two or more.

As the ages of the children increase, the chance of the mother's being employed also increases. Women employees with children under six years of age accounted for about one fifth of married public employees, whereas about half of those working had children of school age. "This suggests that, given better child-care services, more married women might be working." In the case of self-supporting women with children, only 5 per cent had pre-school children, and about one third were responsible for one or more.

In examining the level of education of married women employees and the number of children, Dr. Judek finds that the higher the level of education of a married woman, the fewer children she has.

The husband's income is another factor determining a married woman's decision to work. A woman is more likely to work when her husband's income is low. The report finds, however, a growing tendency for married women from middle- and upper-income families to work, which may be due partly to improved education for women in general.

The women interviewed in the study were asked to comment upon any issues of interest related to their employment in the federal Service. Some of the single women not only suggested the need for expanded facilities of community child-care centres and nursery schools on

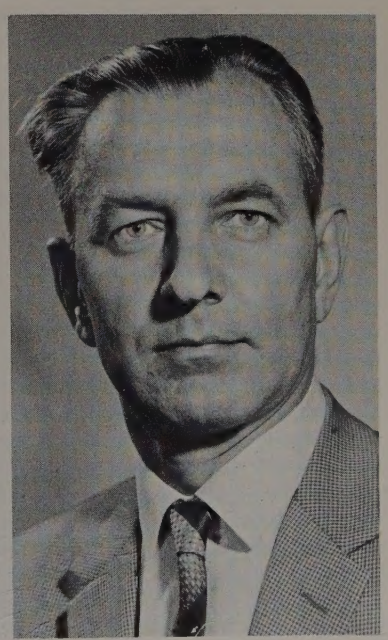


Photo by Doug Bartlett

Prof. Judek

NFB photo

Filing clerk, Dominion Bureau of Statistics

behalf of their married co-workers, but also mentioned a similar need for caring for aged parents and, in particular, the need for visiting homemaker services at reasonable cost.

A substantial majority of those who commented on promotional opportunities believed that there was discrimination, based on sex, which prevented women from obtaining higher-paid or more responsible positions. This view was expressed more strongly by the single and other self-supporting women. Most of them had been in the Public Service for a longer period, whereas those married women who believe sex discrimination exists have had shorter service, "possibly reflecting breaks in service while raising a family, and the fact that married women were not permanently employed in the federal Service until some years after World War II."

Quite a number of women expressed frustration about the "dead end" nature of their jobs, Dr. Judek reports. These women commented that more government-sponsored training programs would enable women to obtain better jobs. The need for training as a means of career development was voiced by both single and married women, some of the older married women making special reference to the need for "refresher" courses upon re-entry into the work force.

Maternity leave offers a special problem for married women in the federal Service. Several women reported that they encountered difficulties with the provisions for maternity leave, which will allow a woman to take up to a total of eight months leave before and after the birth of her child. These difficulties included interruption of service record, obstacles to claiming "pregnancy" as a reason for taking casual sick leave, and to using accumulated sick leave benefits for maternity purposes.

In his recommendations, Prof. Judek finds that the federal Government has not made full use of the talents and qualifications of women in staffing the Public Service. "This underutilization of women is due to 'traditional views on the suitability of women for many types of work and kinds of responsibility, as well as real factors of cost resulting from high absenteeism and turnover.' But personnel policies and practices have no doubt been improving in recent years to make more effective use of women's capacities and skills."

"It is possible," he notes, "that there may be differences in the quality of experience between men and women who are otherwise equal in terms of education and years of work. If such differences really exist, however, no doubt they reflect in some degree the failure in the past to promote women as quickly as men, and they may constitute a barrier to promoting large numbers of women into the upper levels of the Public Services."

Dr. Judek concludes his report with a list of 14 recommen tions to the Government concerning how it might make be use of its womanpower:

- appoint women to some key positions in the Perso Policy Branch of the Treasury Board to ensure that women participate in formulating the Government's long-term and r discriminatory employment policies, with the advent of collec bargaining rights for federal Public Service employees;
- appoint more women to responsible positions at all le of Government, to set an example to private employer opening the door to women in upper-level positions, an encourage more women to diversify their training;
- appoint at least one woman member to the Public Ser Commission;
- appoint a special and independent commission to rev the effectiveness of implementation of the official governm policy of non-discrimination in employment and perso practices;
- increase the staff, scope of functions and research prog of the Women's Bureau of the Department of Labour, so a constructive development of womanpower in this cou will be based on scientific research on a national scale;
- improve the status, qualifications and remuneration personnel officers so that they may assist supervisory staff employee motivation, which is low for both men and wom
- permit more women to participate in training program
- consider the possibility of organizing nurseries in, adjacent to, federal government buildings wherever there sufficient number of pre-school-aged children of public ployees;
- introduce tax deductions for child care and housekeep expenses from the gross income of working married wom
- extend the recent offer of part-time employment to p fessional women to other occupational groups in order attract more married women into the Public Service in th occupations that are in short supply;
- reduce the formalities necessary to obtain special lea so that married women may be given time off to cope w problems arising from their dual role as workers and ho makers;
- offer maternity leave provisions for with full pay, or at l at half pay, or alternatively extend unused sick and spe leave credits toward maternity leave at any time during after pregnancy;
- establish more health units, and provide adequate rooms with the necessary furniture, which may reduce wom higher rate of absence; and
- ensure greater co-ordination and planning in the collect of statistics concerning Public Service employees, dealing w training, recruitment, and breakdown by sex of many kind statistics, including some of the types derived from the sur conducted for this study.

"The federal Government, being a Government of Canadians and in the service of all Canadians, and by virtue being the largest employer in the country, is politically a morally under obligation to provide leadership in enlighte progressive and fair employment policies and practices," Judek points out. "Moreover, the Public Service of Can must be a showcase to other governments as well as to priv employers in this country. As a strong supporter of the Uni Nations Organization and of the International Labour ganization, the federal Government, by its example, sho provide leadership toward the realization of the principle equality for women, including the important matter of equa in economic opportunities.

"The Government, as an employer, must intensify its effo to make a maximum use of the abilities and qualifications women."

The Strike of the Postal Workers

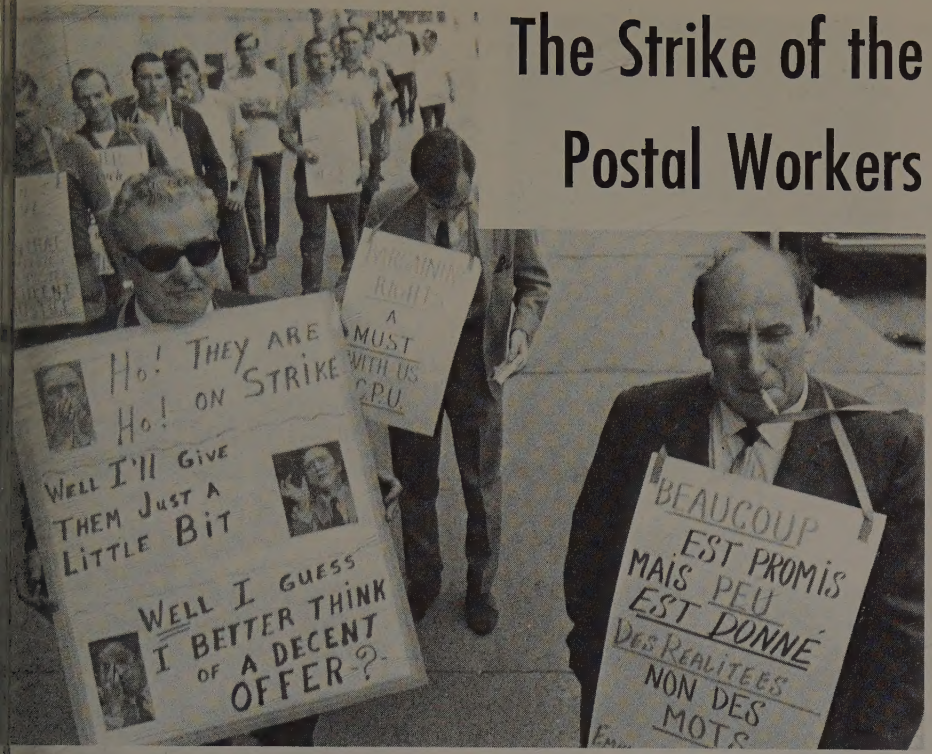

Ho! They are on Strike Ho!
Well I'll Give them Just a Little Bit
Well I Guess I Better Think of a Decent Offer?
A Must with us C.P.U.
Beaucoup est promis mais peu est donné
Des Realitees non des mots

Photo by Dominion-Wide

NFB photo

Winnipeg mail sorter

This summer's postal strike ended after three weeks with the signing of a contract giving post office employees 39 cents an hour more in two contracts covering a period of 26 months.

THE postal strike that was a threat in April became a reality at midnight July 18 when Canada's 24,000 postal workers officially walked off their jobs.

Union representatives, led by the President of the Canadian Union of Postal Workers, William J. Houle, met with the federal Treasury Board on July 15 in a last-minute, but futile, effort to avert the strike. The talks were set up earlier that day by Jacob Finkelman, Chairman of the Public Service Staff Relations Board, and presided over by the former mediator Judge René Lippé, of the Quebec Superior Court.

The discontent among the postal workers was brought to light in a 1966 royal commission report. On July 22, 1965, some 12,000 post office employees in Quebec, Ontario and British Columbia had staged a week-long wildcat strike over wages and working conditions. And Mr. Justice André Montpetit, of the Quebec Superior Court, was commissioned in September of that year to investigate the causes of discontent in the Post Office Department.

The 1965 strike came after the unions has rejected government offers to bring maximum wages to $4,680 a year for letter carriers, and to $5,040 for postal clerks. The union wanted additional annual increases of about $660, but finally settled for increases ranging between $510 and $550, on the understanding that their pay would be increased after further review.

Mr. Justice Montpetit's report, "Royal Commission on Working Conditions in the Post Office Department," published in October 1966, contained 282 recommendations. Shortly after its appearance, another walkout was narrowly averted when on November 15, the unions agreed to a 10-month contract that included increases of 25 cents an hour.

Despite the fact that dissatisfaction with wages contributed to the unrest in the Post Office, most of the problems between the Department and its workers were the product of poor human relations, Mr. Justice Montpetit discovered. He intimated in his report that too many postmasters and supervisors thought themselves infallible, while some employee representatives were rebelling to the point that they were "alarmingly unwilling" to compromise.

After a strike was narrowly averted in 1966, the Council of Postal Unions signed an agreement with the government on November 15, 1966 to the effect that a joint union-department committee be formed to study the Montpetit recommendations. They wanted the committee to find ways and means to expeditiously implement all the feasible recommendations. Leaders of the Council have claimed that this was not done. Many recommendations were implemented unilaterally, they say, and in a manner that did not meet entirely with union approval.

Ever since the appearance of the Montpetit Report, the unions have argued that only its minor recommendations were implemented. But the Post Office Department claimed that 149 of the 282 recommendations were already in effect. According to their calculations, 3 were partially implemented; 8 were rejected by the department, the unions or both; 37 were under consideration, and 21 of these were placed in negotiations by the unions; 13 were for union action only; and 22 were bargainable under new legislation. According to the reckoning of the Council, 117 of the recommendations were implemented; 38 were partially implemented; 79 were not implemented; 18 were applicable to other departments, and their status uncertain; 27 were thought by management to qualify for processing through collective bargaining; and the

implementation of 3 was inhibited by legislation.

Roger Décarie, President of the Letter Carriers' Union of Canada, and co-chairman of the council, explained the discrepancy between the department's and the Council's interpretations in this way: "The Council only considers recommendations implemented when they have been fully carried out by every post office," he said. The department, conversely, was inclined to consider the Montpetit recommendations implemented once headquarters had agreed to them.

Negotiations between the Council and Treasury Board collapsed early in 1968 after three months of bargaining. The postal unions were demanding a 75-cent-an-hour increase in a 14-month contract that would expire on September 30, 1969, plus an extra 20 cents an hour for two groups totalling about 1,500 workers. They wanted to have a voice in negotiations on job assessments and promotions, and demanded that this also be included in the contract.

The wage increase that the unions sought would have represented a 29-per-cent boost to present salaries—$2.75 an hour for indoor workers and $2.63 for letter carriers. Postal clerks started at $4,685 and reached their maximum of $5,735 in five years. Letter carriers started at $4,735 and reached their maximum of $5,485 after five years.

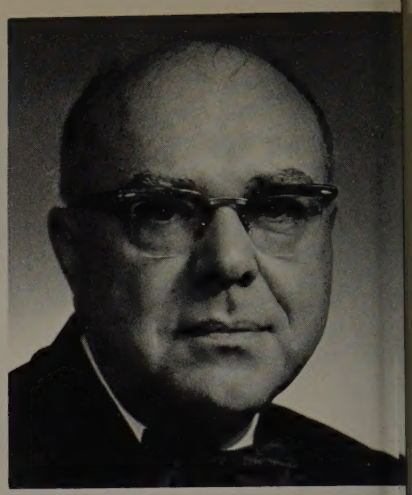
The Council broke off the talks on April 24 and applied for a conciliation board. After a short period of unsuccessful mediation, a three-man conciliation board, under the chairmanship of Prof. André Adesgagne of Laval University, Quebec City, was established, and met on June 26. The other two members were Ben Coffey of the Ontario Civil Service Association, and Keith Campbell, a CPR Vice-President from Winnipeg.

In a statement on July 31, Treasury Board President C. M. Drury said that the Council of Postal Unions had made no presentation to the board and no attempt to document or substantiate its demands. He said that Treasury Board presented a 400-page brief, setting forth information and argument in support of its position on each of the large number of items in dispute.

Seven days before the strike deadline, on July 11, the board reached unanimous agreement on improved working conditions for postal workers, but sidestepped the vital issue of wage increases. Neither Treasury Board nor the two postal unions made any concessions on the wage issue. But rigidity over wages was caused in part by prior arrangements between the two parties to call for the services of a mediator, once the conciliation board report was submitted to the Public Service Staff Relations Board.

Photo by André Larose

Mr. Justice Montpetit



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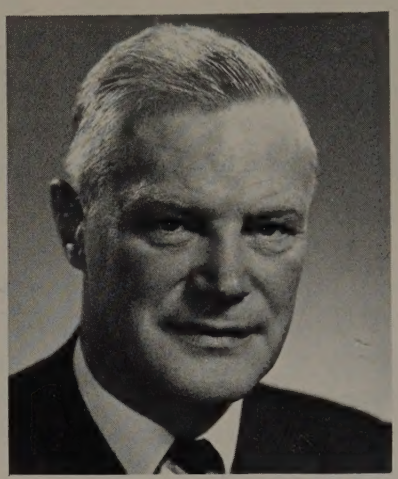
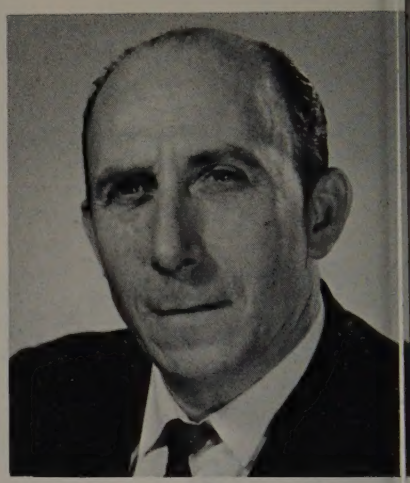
Judge René Lippé

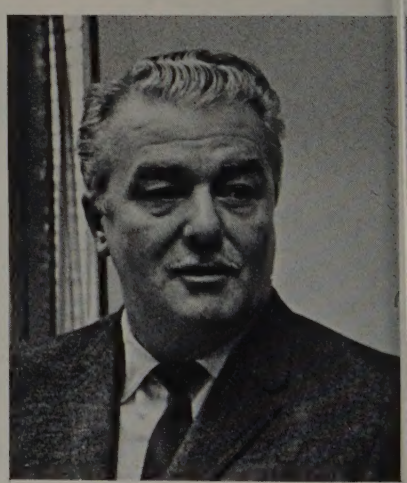


NFB photo

Hon. C. M. Drury



William J. Houle



Roger Décarie

The 45-page conciliation report and four-page preamble contained hundreds of agreed-upon suggestions for improving working conditions for postal workers and working relations between the worker and the Post Office Department. Many of the recommended changes incorporated proposals put forward in the Montpetit report.

Two of the main recommendations called for the establishment of a simplified grievance procedure, and mutual agreement between the department and the unions on new rates of pay when a worker was reclassified in his job. When an employee was assigned to a reclassified position before agreement on pay was reached, the new rate would be retroactive to the date he started his new job.

"Because these recommendations were supported by the chairman and by both the employer and union nominees, we at that time had reason to hope that a settlement could be achieved without strike," said Mr. Drury.

The conciliation board report stat that most of the problems it dealt w concerned conflicts of interest betwe the parties, and the remainder were rela

Letter Carriers' Clothing Allowance

All postal employees working outdoors are issued uniforms and given a clothing allowance. The average cost per employee for uniforms is about $65 a year.

Hats. One cloth hat for spring and fall every two years; one straw hat for summer, and a fur hat for winter every two years.

Shirts. Six shirts every two years.

Trousers. Four pairs every two years.

Ties. Two ties every year.

Jackets. One spring and fall jacket every two years; one winter jacket every three years; and an inner winter jacket on request.

Stormy weather wear. Cap cover, rubber boots, rubber leggings and rain cap, as required.

o interpretations of law over the new collective bargaining act for federal public servants. It added that the conciliation hearings helped to improve the "extremely strained" relations between the unions and Treasury Board.

Despite the optimistic tenor of the report, the Council rejected it and issued a strike call for July 18—the earliest possible date on which a strike could legally occur.

"Arrangements were made for the parties to get back to the bargaining table on Monday, July 15," explained Mr. Drury, "but before the arranged time of meeting had been reached, the Council had made it clear in public statements that no offer made by the Treasury Board could prevent or defer the strike." Mr. Drury said that Treasury Board negotiators made every effort possible to avert the strike. "In the process, they made a 6-per-cent wage offer, which, like the unanimous report of the conciliation board, was rejected."

In a statement made the same day, the Council said, "We have been meeting with the Government since January 29 this year in an effort to resolve this dispute. We have gone through negotiations, mediation, conciliation, and mediation again. But it was not until the eve of the national postal strike, July 17, that the Government made its first contract offer." This offer was rejected and the strike began.

Thirteen days later, the Treasury Board made a further and much more formal extensive proposal covering a 38-month period. Under the provisions of the Public Service Staff Relations Act, the basic agreement had covered a 14-month period expiring September 30, 1968. The new proposal covered this period and offered a second contract for a 24-month period ending on September 30, 1970.

"It was, and is our view that the additional two-year period could by effectively used by both parties to stabilize and improve labour-management relations in the Post Office Department," said Mr. Drury.

The proposal confirmed offers already made in negotiations on non-pay items. It called also for pay increases totalling 19 per cent: 7½ fully retroactive to August 1, 1967; 6½ per cent effective October 1, 1968; and 5 per cent effective October 1, 1969.

Rejecting the offer, the Council said that it did not reject the idea of a longer term than 14 months on which negotiations were started, but it called the money proposals unrealistic "considering that about 50 per cent of postal office employees represented by the two postal unions do not earn the maximum wage rate." The council pointed out also that the average wage in the post office was $2.57 an hour, with starting rates as low as $2.07. "You are also reminded that it takes a postal worker at least five years to reach the top pay level."

In the area of non-monetary matters, the Council said, they had yet to see in the Government proposals anything that would improve working conditions in the Post Office. Postal workers were still faced with the same situation that existed three years earlier, when the Montpetit Royal Commission had condemned working conditions as deplorable and, in many areas of Canada, "scandalous." The Council statement added, "The attitude of the Government clearly indicates that the Montpetit report, which cost hundreds of thousands of dollars, will be consigned to the archives to be forgotten."

The strike ended on August 8, three weeks after it began, when a majority of the 24,000 workers in the bargaining unit gave their approval to a settlement reached on August 6.

The formula that finally emerged gave the postal workers at least 39 cents an hour more in two contracts over a 26-month period ending September 30, 1969. This is a 15.1 per cent increase on the average hourly postal rate of $2.57. The agreements call for a boost of 21 cents an hour retroactive to the August 1, 1967, and a further increase of 18 cents beginning on October 1, 1968.

For many of the workers, the increase will range up to 45 cents an hour because of a new classification. Starting October 1, minimum pay was expected to be about $102 a week for a starting mail handler, and top pay about $128 for mail dispatchers and supervisory letter carriers.

Montreal strikers voted against the contract by a narrow margin of 1,437 to 1,426. Vancouver voted overwhelmingly against the settlement, 874 to 356, but Ottawa voted strongly in favour with a vote of 656 to 158. Toronto approved it with 50.5 in favour, while in Winnipeg it was approved overwhelmingly. These five large centres account for more than half of the postal unions' members. Quebec City approved the settlement by 256 to 234, while in such western cities as Edmonton, Regina and Victoria, approval was overwhelming. Many Ontario cities voted solidly against the settlement, but the margins were lost against the "Yes" votes of strikers in other places.

Although the settlement did not approach the unions' original demands, there was some satisfaction in the wide range of improvements in working conditions, including better arrangements for grievances, seniority and overtime pay.

Roger Décarie, co-chairman of the Council of Postal Unions, denied charges by some union members that the bargaining committee had caved in under the threat of legislation to end the strike. "I don't think the Government tried to intimidate us or use threats," he said. And at the signing ceremony on August 9, Mr. Houle, whose militant attitude

Association Officials Sign Two Contracts

Representatives of the Association of Postal Officials of Canada signed two contracts on August 15 covering about 2,400 postal supervisors.

One agreement, which ended on September 30 of this year, provided increases averaging 6.6 per cent, retroactive to October 1, 1966, and a further 8 per cent, retroactive to October 1, 1967. This was in addition to a 7-per-cent increase authorized by the Treasury Board earlier this year during contract negotiations. The second agreement provided for a 6.5-per-cent increase on October 1, 1968.

The increases give the five levels of postal officials maximum salaries ranging from $7,419 to $9,984.

The contracts provide for the creation of joint labour-management committees during the life of the agreements. They provide also for one additional holiday, Boxing Day, bringing the total number of paid statutory holidays to 11. The total cost of the settlement will be $3,325,000.

History of Postal Strikes

The 1968 postal strike was the fourth since the post office was established as a federal Government department at Confederation. The three previous strikes occurred in the period 1918-1965.

On July 22, 1918, 3,102 letter carriers walked off their jobs demanding higher wages and increased fringe benefits. Toronto, Hamilton, Winnipeg, Vancouver, New Westminster and Victoria were the cities hardest hit.

On June 18, 1924, 3,200 postal employees went on strike but all had returned to their jobs by June 30, some of them complaining they had been forced to take lower-paying positions. The Government reimbursed 2,500 of them.

On July 22, 1965, 12,000 workers struck in Quebec, Ontario and British Columbia. Most returned to work before July 30.

On November 15, 1966, a strike was narrowly averted when the unions agreed to a 10-month contract and a 25-cent-an-hour increase.

made him a hero to many of the strikers, called for a shorter bargaining period and stressed the need for keeping cool. Both sides had gained experience that would make their relations easier, he said.

In a brief statement at the same ceremony, Treasury Board President Drury expressed satisfaction that it had not been necessary to ask Parliament to intervene and end the strike. "This is, I think, a vindication of the process of collective bargaining in both the Public Service and the private sector." Mr. Drury said he looked forward to a period of labour peace in the Post Office, and hoped that, in the future, Treasury Board and the workers would be able to organize their business so they could reconcile their views without interrupting service. "As both the Government side and the employee side become more experienced, I would hope that we can achieve more rapid results."

Postmaster-General Eric Kierans pledged to work with the unions and revealed that he had asked Mr. Houle and Mr. Décarie to meet with him at the earliest possible time for talks with top department officials. Negotiation of the next contract was expected to begin in about a year, and union officials were already thinking about the objectives to be sought then.

At strike's end, there were 7,000,000 first-class letters and 2,500,000 pieces of mail piled up in post offices across the country. There were also 105,000 bags of partly sorted mail and 109 railway cars of mail in transit when the strike started.

Was the strike worthwhile? "Sure it was worthwhile," said Mr. Décarie. "We're coming out with a good contract for a first one. It's not perfect, but I think it's a workable contract. I think relations will improve to such an extent that we won't have to strike again."

●

New Brunswick to fight poverty in rural areas

The war on poverty during the next 10 years will get a helping hand from the Fund for Rural Economic Development (FRED), the provincial and federal government scheme that will pour $120.-000,000 into self-help and assistance programs in New Brunswick. The province will be the first to take advantage of the FRED scheme, the object being to revive the economic life of about 130,000 residents in rural areas.

The province had already established, in 1966, the Community Improvement Corporation to co-ordinate and direct the rural redevelopment program and provide community planning, public information and counselling services.

The new program calls for about 4,000 families living in rural poverty in northeastern New Brunswick to be moved, within the 10-year period, to urban centres where the breadwinners will take industrial jobs. Another 1,000 families will be resettled in the region above the Mactaquac hydro project on the St. John River, where a new town, Nackawic, is being built and a $70-million pulp and paper mill established.

The provincial education department has already built two schools in Nackawic costing $1.6 million, and by 1974 will have built 34 more in the northeast counties at a cost of $48 million.

Non-economic farm land will be bought up and a land bank established for the creation of more viable farm units. Rural residents wishing to move to approved urban centres will be given resettlement grants and moving allowances, and those in the 55-65 age group will be given special assistance.

The redevelopment program is voluntary, and its success depends on winning the co-operation of people who have to be persuaded to move from scattered rural areas into reception centres in Bathurst, Dalhousie, Tracadie, Campbellton, Caraquet and Shippegan. At these centres, trade training will be provided, jobs offered, and new homes made available on easy purchase terms.

The people who will benefit from the program are now leading a semi-nomad existence on sub-marginal farms, an doing seasonal work on fishing boats in the woods. Their annual income p capita is $500. In the Mactaquac area, th new pulp mill, tourist and allied servi industries are expected to provide jo for families who were formerly engage in small-scale forming and fishing communities of the St. John Valle where the annual income per capita $730.

The change from life on a small u productive farm to the demands training for a new trade may be difficu for some, but a richer, more productiv life is the ultimate objective.

OECD releases study of part-time employment

Part-time employment has grown i importance in various countries because answers the needs of workers who will no or cannot, work full-time—persons wit family responsibilities, older workers, th physically or mentally handicapped, an students.

A recent OECD report, Part-time Em ployment—its Extent and its Problems, b Jean Hallaire, reviews the economic an social arguments advanced by the Em ployers and Workers' Organizations fc and against part-time employment.

Mr. Hallaire examines the obstacles t part-time employment, such as the pres sures of taxation, and inequality of wage between men and women, and he suggest solutions. He examines also the contract ual and statutory safeguards needed t successfully integrate this type of em ployment in the labour market.

The report considers the future o part-time employment in industry, teach ing and nursing, and other public an quasi-public services, including leisur services.

Governmental services, and employers and workers' associations looking fo solutions to problems raised by part-tim employment, will be interested in th author's conclusions and recommenda tions.

HAS YOUR ADDRESS CHANGED?

We want you to receive your LABOUR GAZETTE without delay. Send your new address together with your old address label to the Circulation Manager, LABOUR GAZETTE, Canada Department of Labour, Ottawa.

50 Years Ago

From the Labour Gazette November 1918

A Royal Commission Report into alleged unrest existing in the Quebec shipbuilding industry pinpointed complaints.

Unrest in the shipyards of Sorel, Que., was discussed in a Royal Commission Report on in the Quebec shipbuilding industry. The Report was reviewed in the LABOUR GAZETTE for November 1918. It was alleged that the Leclaire Shipbuilding Company had dismissed several workmen because they had joined the union, that wages were low, hours long, and that it was desirable to have conditions investigated.

The Commission sat at the Court House in Sorel on August 29, 1918. J. M. Arthur Leclaire represented the company, J. P. Merrigan appeared for the boilermakers, and Narcisse Arcand appeared on behalf of the United Brotherhood of Carpenters and Joiners, Local 671.

The shipbuilding company had under construction a number of steel trawlers and wooden ships, and about 450 workmen, working 10 hours a day, were being paid from 27½ to 40 cents an hour, depending on the various trades. Riveters were mainly paid by piecework at from $2.00 to $3.00 per hundred, some of the riveters earning as high as $5.92 a day.

The Commission investigated an alleged case of intimidation by dismissal, and established that the man in question was not dismissed because of his connection with the union, but for proper and sufficient cause.

The wages paid at Leclaire were substantially the same as those paid by the Sincennes McNaughton Line, Limited, in its yard at Sorel, where the company built and repaired its own ships, and where carpenters were paid from $3.00 to $3.50 a day, boilermakers from $3.00 to $4.00, and labourers from $2.00 to $2.50.

The Department of Marine paid substantially the same wages at Sorel, the Commission said; but it readily admitted that wages were lower in Sorel than in any of the other shipyards in the Province of Quebec. The majority of the workmen owned their own homes and had small gardens where a considerable quantity of foodstuffs was raised. Labour was plentiful at the wages then paid, and men were advanced according to their ability and efficiency. Extra pay was given for overtime, but no shop or establishment had adopted the nine-hour day. All worked 10 hours, and the companies paid overtime rates for work over 10 hours and for Sundays and holidays.

"Under all the circumstances disclosed to the Commission, the hours of work and rates of pay in the shipyards at Sorel are in accordance with what prevails in the locality, and it is not deemed advisable for the present to make any recommendation," the three-man commission concluded.

One of the commissioners, J. M. Walsh, however, added a minority report on the investigation. Concerning the Sorel situation, he said, "I fail to see how the majority of the Commission did not see fit to make some recommendation for Sorel." He pointed out that Sorel was a town of about 10,000 with one industry, shipbuilding, and that the men were the lowest paid on the continent.

"They have not had in the past any organization to protect them and have therefore been more like slaves than free men," he said. "They have always been compelled to work for whatever they could get. As a result, they are yet building ships for 30 cents an hour and work 10 hours a day." He pointed out that the Commission had based its judgment on the principle that the majority of the men owned their own houses and had gardens.

"If we take into consideration the wages that have been paid and are paid yet, one can imagine the kind of house and garden they possess, and I personally protest against any system that penalizes a man for all time because of his thrift in the past."

Besides, Mr. Walsh said, it was not the majority that owned their own houses and had gardens. And the cost of living in Sorel was just as high as it was in other places in the province, with food as dear in Sorel as in Montreal. In fact, he continued, clothing and coal were more dear in Sorel than in Montreal, and he failed to see any reason why the majority of the Commission refused to recommend an increase in the wages and the establishment of a nine-hour day.

"I may say that, apart from the private concerns, the Government is operating a shipbuilding and repairing yard in Sorel, and I regret that the Commission failed to recommend an increase," he said. "More so do I regret that the Government is keeping their men under the same starving wages as the private concerns. I hope that the Government will realize the situation and pay at least what is paid in other shipyards in other parts of the province."

* * *

During the month, the labour market was much disturbed by an influenza epidemic, which caused both employment and unemployment. Hours of work were very irregular, and much overtime had to be worked to make up the labour deficiency. In most cases, employers were kept busy trying to replace workers who had contracted the virus, but in some instances, unemployment resulted through the closing, in the interests of health, of some of the larger plants and places of amusement.

Because of the epidemic, drug and medicine manufacturers and chemical plants were in need of additional help, and business was booming in the livery and garage industries because of the number of funerals.

* * *

There was a considerable increase in the use of child labour in the United States since the previous June, when the Federal Child Labour Law, 1916, was declared to be invalid. The increase was attributed to a number of causes, among them the high cost of living and the high wages owing to war conditions, the needs and cupidity of parents, and in some cases "a praiseworthy, though ill-advised desire on the part of many children to be doing a man's work and helping out in the war work of the nation."

Miss Sylva Gelber

New director appointed to Women's Bureau

Miss Sylva Gelber, formerly of the Department of National Health and Welfare, was appointed on October 15 as the new Director of the Women's Bureau of the Department of Labour. She replaces Mrs. Jock Findlay in the post.

During six years service with the Department of Labour of the Government of Palestine, from 1942 to 1948, Miss Gelber was directly concerned with labour legislation, including statutes relating to the employment of women and children. One of her primary fields of work was industrial relations.

She joined Health and Welfare in 1950, where she has been intimately associated with the planning and administration of several health programs in the fields of rehabilitation and health insurance. Recently, Miss Gelber was an adviser to the government delegation to the International Labour Conference in Geneva (L.G., Sept., p. 530).

Air Canada pilots ratify new contract

With the help of a conciliation board headed by Maxwell Cohen, Dean of the Faculty of Law at McGill University, the threat of a strike scheduled for August 29 at 2 a.m. was removed a few hours before the deadline, and a new contract ratified by 1,100 Air Canada pilots.

Dissatisfaction centred around what were, by United States standards, the comparatively low salaries earned by 400 pilots in the $600- to $700-a-month bracket. Included in this category were second officers on DC-8 jetliners who were receiving between $650 and $700 a month.

Claiming they were averaging less than 80 per cent of U.S. salaries, Air Canada pilots demanded a 21-per-cent increase over two years to bring them up to wage parity with their American counterparts. They pointed out that, whereas they had contracts for 85 hours flying a month, some U.S. lines worked a 75-hour month.

The new agreement provided for a 17-per-cent salary increase on the basis of 10 per cent for the first 15 months and the remaining 7 per cent for a year from July 1, 1969. There were also several important improvements in working conditions and fringe benefits.

First-year pilots earning $6,600 will earn $7,800 to $9,000 in the final year of their contract. Second-year pilots earning $7,200 to $8,400 will earn $9,600 to $10,500. Senior pilots on a formula pay basis will earn up to $32,617 a year. There are about 135 pilots in this senior category.

The settlement added $6,700,000 over a 27-month period to the company's present pilot salary output of $15,000,000 a year.

CAALL to establish industrial safety body

A new committee on industrial safety was proposed at the 27th annual conference of the Canadian Association of Administrators of Labour Legislation (CAALL) in Toronto on August 21. It will be known as "The Safety Committee."

All jurisdictions, individually or on a regional basis, will be represented by the principal safety officer of the Department of Labour, or of the Workmen's Compensation Board. Grant Gibson, Director of Safety and Technical Services, Ontario Department of Labour, was named initial chairman of the committee. The committee will assess the general industrial accident situation across the country, reveal trends by region, industry and occupation and draw attention to both problems and accomplishments.

Meetings will be held periodically with the directors of labour standards, labour relations, and industrial training to discuss and consider administrative practices and problems in their respective fields.

Photo by Murray Mosher-Photo Featur

Labour Day at Man and His World

Diane Ethier of St. Thérèse de Blainville Que., was crowned Miss Union Label dur ing Labour Day celebrations at Man an His World, in Montreal. Miss Ethier i talking with Hon. Bryce Mackasey, federa Minister of Labour, while Gérard Rancour Vice-President of the Canadian Labou Congress, looks on.

New union formed at Saskatoon Convention

The creation of the new 40,000-membe Canadian Food and Drink Workers Unio was announced in mid-September at convention in Saskatoon, Sask. Th CFDWU is the product of a merger be ween the United Packinghouse Worke and the Amalgamated Meat Cutters an Butcher Workmen (L.G. Oct., p. 575).

ntario Teamsters win arity with U.S. brothers

Ontario members of the International otherhood of Teamsters won wage rity with their United States counterrts when they approved a new contract th 51 major trucking firms on August . The contract gave them a 40.7-per-nt pay increase and substantial fringe nefits over a three-year period. Hourly ages will be increased by a total of $1.10 stages over the next 30 months.

Before their first increase of 15 cents an ur on October 1, the basic hourly wage r drivers was $2.70, and for dock workrs, $2.60. The subsequent increases will e 10 cents on March 2, 1969, 20 cents on ne 1, 1969, 10 cents on January 4, 70, 10 cents on May 31, 1970, 20 cents n January 2, 1971, and 25 cents on May , 1971.

The companies agreed to contribute to e union's health and welfare fund, dditional payments of $9 a month for ch employee, thereby raising the total onthly payments to $25. They agreed lso to pay the full premiums required nder the Ontario Hospital Services Comission plan, which means increasing the ayments for each employee by $11 a remium-period.

One of the major changes in fringe enefits was the institution of a cost-of-ving bonus that would be paid into the mployees' pension plan instead of directly the workers. The value of the bonus ill be geared to the Dominion Bureau of tatistics cost-of-living index, and will ermit wages to be increased by a maxmum of 8 cents an hour over the threeear period. The total wage and fringeenefit increases amount to $1.47 an hour.

Massey-Ferguson employees win near wage parity

Wage parity with workers in the United States was the core of the dispute that ouched off the Massey-Ferguson Industries' strike at the company's two plants n Toronto and Brantford.

The strike began on April 19 and lasted 0 weeks. About 87 per cent of the 5,700 vorkers, members of the United Auto Workers, voted on June 29 to accept a hree-year contract.

The settlement provides increases rangng from 67 to 97 cents an hour by December 22, 1969. This would bring the ourly rate of skilled tradesmen to $4.43, nd of sweepers to $3.27.

Fringe benefits include full pay during 10-day shutdown at Christmas, and vacation bonus of $100 in addition to acation pay. Workers received immediate ncreases of from 25 to 50 cents an hour. Retroactive pay going back to December 15, 1967, ranges from 19 cents to 49 cents an hour.

Total wage parity with the U.S., excluding fringe benefits, would have brought the basic Canadian rate to about $4.11 by 1970. Although the wage increases granted were somewhat higher than those in the U.S., the fringe benefits were not so costly. During negotiations, the company said that wage parity would cost $6,000,000 annually and force it to move to the U.S. The contract assures workers that the company will not move during the lifetime of the agreement, and guarantees pensions if the move becomes a reality.

Toronto Star key personnel win $200 top minimum

A three-year settlement at *The Toronto Star* will give weekly top minimums of $200 and over by March 1970 to key advertising, business office, circulation, editorial and promotion personnel. This raises minimums for these classifications by $41 a week, which is $10 more than the $31 increase negotiated for other employees in key classifications.

A similar settlement of $31 at key top minimums was negotiated at *The Toronto Telegram*, but there was no higher-paid group in key classifications. The top minimum will go to $190.

The agreement with the *Star* was reached a week before the employees were free to strike. The American Newspaper Guild, which bargained for the employees, estimated that the settlement contained $500,000 more than was offered at the close of negotiations. It requires the paper to pay experienced reporters and photographers an extra $10 a week within three months after signing, and an additional 10 per cent within 15 months.

One of the fringe benefits gives *Star* employees was four-week vacations after 10 years of service.

J. G. Fletcher

Francis M. Hereford

Francis M. Hereford heads Annuities Branch

Francis M. Hereford, 57, previously assistant to the Deputy Minister of Labour, has been appointed Director of the Industrial Pensions and Annuities Branch, Canada Department of Labour. He succeeds J. G. Fletcher, 67, who retired at the end of June.

Mr. Hereford was born in Winnipeg and educated in Ottawa and Montreal. He joined the Department of Labour in 1931, serving with the Unemployment Relief Branch until 1941. After three years as assistant to the Director of the Vocational Training Branch, he was appointed Assistant Associate Director of National Selective Service, and subsequently special assistant to the Deputy Minister.

Mr. Hereford became Assistant Director of the Special Services Branch in 1948, and then moved to Britain in 1956 as a representative of the Department of Labour in London. He returned to Ottawa in 1959 to become Director of the Special Services Branch. During the Department's reorganization in January 1966, Mr. Hereford was made assistant to the Deputy Minister, a position he held until March 31, 1968.

J. G. Fletcher had joined the Branch as its actuary in 1947, and had served as Acting Director since the autumn of 1966. Born in Portage-la-Prairie, Man., Mr. Fletcher joined Mutual Life of Canada after graduating from the University of Manitoba, and the Manitoba Agricultural College, Winnipeg.

From 1941 to 1944, Mr. Fletcher served in the Armed Forces, first as a battery captain with the 19th Field Regiment, RCA, and, after promotion to major, as second in command of the 10th Light Anti-Aircraft Regiment, RCA, until it was disbanded.

Labour Federation Conventions – 1968

New Brunswick and Manitoba

New Brunswick

UNIONS are here to stay," said Paul Lepage of Bathurst, President of the New Brunswick Federation of Labour. "When all employers realize this, we will increase our productivity, have better wages, better conditions of employment, and more labour stability in our province."

Mr. Lepage was addressing the 237 delegates representing unions and labour councils in the province, at the opening day of the Federation's 12th annual convention on June 17 in Bathurst.

In recounting the accomplishments and setbacks of the year, Mr. Lepage told the conference that there had been a one-day meeting of all labour councils in the province to study the report of the Royal Commission on Employer-Employee Relations in the Public Services of New Brunswick. At the close of the second meeting with representatives of the Canadian Union of Public Employees and the secretary-treasurer, the Federation supported the report with only one major objection—its opposition to the merit system in place of seniority.

"The Federation contended that every union should have the right to negotiate seniority clauses for promotions and job security," he said, "But rather than hold up the report, we supported it in principle." It was expected that the Government would deal with the report at the fall session of the Legislature. "We intend to use every means possible at our disposal to have this report enacted as law along the lines recommended by Dr. Saul Frankel."

Mr. Lepage said that the November layoff of 450 men by the CNR in the Atlantic region was considered a crisis in Moncton. The Federation called a mass meeting and invited five federal cabinet ministers, but none attended.

He called attention also to a meeting of the Atlantic Provinces Federation of Labour that followed the Hawker-Siddeley announcement of the Sydney mill's closing. At this meeting it was decided that a brief should be presented to all members of Parliament from the Atlantic provinces explaining the plight of the region's workers and requesting a meeting to discuss the situation.

Bill C-186

At the meeting with the Atlantic MPs, a proposed bill by the Hon. Jean Marchand, Minister of Manpower and Immigration, was violently attacked by Atlantic provincial labour representatives, who contended that it would give special bargaining powers to the Confederation of National Trade Unions. "This bill would carve into our existing national bargaining units," Mr. Lepage said, "and would only compound our present problem and further widen the wage gap that now exists in our part of the country."

Two widely-disputed resolutions introduced and referred for further study at the opening session were again placed before the delegates and passed by them. One was the reform of the province's Garnishment Act, which gives creditors the right to garnishee wages of a creditee, and the other was the closing of provincial highways to commercial vehicles on Sundays, except for the transportation of perishable goods.

Other motions passed during the opening day called on the provincial Government to:

- open all salmon waters in the province to New Brunswick fishermen, and supply a map of all such waters;
- impose stricter penalties upon industries polluting New Brunswick waters;
- amend the Municipalities Act so that municipal elections could be held on Saturdays instead of Mondays;
- establish an annual provincial holiday;
- inspect amusement rides at fairs, etc.;
- increase vacation pay to six per cent;
- build a trade school in Fredericton;
- provide higher pay for student nurses.

Other resolutions asked the provincial Government to: implement government-sponsored compulsory automobile insu rance; raise the minimum hourly wage i N.B. to $1.50 for all employable persons develop highly effective and efficien residential adult training centres in th provinces; refund all sales tax paid on children's clothing purchased for youth under the age of 18 years; bring linemen working in the field of electricity under the same safety and technical standard as the inside wiring trade; reimburs workers called for jury duty in the amoun lost by absence from work, plus expenses bring the New Brunswick Electric Power Commission workers under the New Brunswick Labour Relations Act.

The delegates called also for another television station in Saint John, for a government-subsidized fishing vessel under construction to be built in New Brunswick, and for a premium of 10 per cent to be awarded to contractors whose home base is in New Brunswick.

Job Safety

The federal Government was asked to provide an experienced safety man for the Saint John waterfront.

And both Governments were urged to consider the establishment of a Canadian merchant marine in the near future. The Federation went on record as supporting the campaign of Canada's shipyard unions, in their efforts to obtain more Canadian freighters. Only .01 per cent of Canada's imports and exports are carried on Canadian vessels.

Some of the resolutions were more directly related to the trade union structure in New Brunswick. As a result of these resolutions, the annual monthly contribution of each of the 23,000 members of the NBFL was raised to 10 cents from 7; the president of the Federation will receive an annual honorarium of $700 and the secrerary-treasurer $1,000; and the Federation will petition the provincial Government to abolish the ex parte injunction, often imposed by the courts to remove picket lines during strikes.

The secretary-treasurer of the Federation, Valerie Bourgeois, of Moncton, said

hat the membership had increased by ,532 since last year.

Henry Rhodes, of Ottawa, the Canadian abour Congress director for provincial abour federations and councils, outlined he new ruling of the CLC, forcing all nions to affiliate with local councils and provincial federations. The speaker told he delegates that all member unions of he CLC must belong to the provincial ederation to maintain CLC affiliation. "Of course this must be implemented vith prudence and good sense," he said.

Mr. Rhodes spoke on other constitutional changes made at the CLC's national convention. An amendment as made to he CLC constitution to make all provincial federation presidents members of the executive council. This would "bring all provincial federations in closer liaison with the CLC."

He complimented the work of the NBFL during the last year, referring to he Federation's detailed study of the Frankel Report and a meeting with other Atlantic Province federations to discuss regional disparity.

Fair Employment

George McCurdy, Human Rights Officer with the Fair Employment Practices Branch of the Department of Labour, praised the NBFL for supporting the human rights movement in New Brunswick. Mr. McCurdy referred to the present situation in the United States and said that discrimination was "the order of the day." A recent Gallup poll taken in the U.S. showed that only one of every 100 persons thought the American Negro was being discriminated against.

"Prejudice and discrimination is more subtle in Canada," he said, and pointed to the Candian Indian who earns an average of $1,316 a year. Mr. McCurdy urged members of trade unions to keep working for human rights. "Trade unionists must become more involved in community affairs in order to bring the problems of the human rights movement to the attention of the public," he said.

Officers Elected

Paul Lepage was re-elected for a second term as President. Other officers re-elected for a second term were: Regional Vice-Presidents Eric Petrie, Bathurst; Michael Kenny, Newcastle; Greg Murphy, Moncton; Phil Hooker, Fredericton; Roland Blanchette, Edmundston; and Lloyd Basque, Dalhousie. Valerie Bourgeois, Moncton, was re-elected Secretary-Treasurer.

Before the sessions adjourned, Mr. Lepage announced that an executive meeting would be called in the near future. It would study new labour legislation expected to be introduced in the provincial legislature this fall by Labour Minister H. H. Williamson.

Manitoba

THE President of the Manitoba Federation of Labour, R. J. Henderson, told the 200 delegates attending the 14th annual convention of the 50,000-member Federation in Winnipeg, June 7 to 9, that the union movement no longer had the desire to co-operate with the Manitoba Labour-Management Review Committee, commonly known as the Woods Committee.

"There continues to be exasperation and frustration due to the failure of the Woods Committee to bring in effective recommendations to the Government," Mr. Henderson said. "Consequently, there is no wide-spread desire expressed by labour members of the committee to continue with the futile experience." Before the conference was over, however, delegates decided to continue participating in the work of the committee.

Turning to the economic conditions in Canada and Manitoba during the past year, Mr. Henderson told the convention that labour won good settlements in recent months. "It is not coincidental, however, that they were being won in a period that has been dubbed by officials of the Economic Council of Canada as 'The Great Expansion.' "

He went on to praise indirectly the Report of the Royal Commission on Taxation.

"Publication of the report was followed by an almost unprecedented high-pressure campaign by corporations and special interest groups who would, if the Carter Commission recommendations were adopted, be required to make larger contributions to the country's tax needs."

Membership Surge

Louis Laberge, President of the 207,000-member Quebec Federation of Labour, told the convention that there has been a great surge of new members into the ranks of the Quebec labour movement, and that the voice of the working man in Quebec will be heard much more loudly across the land.

Mr. Laberge said that Quebec used to be known as "the cheap province" because Americans and other Canadians could obtain inexpensive labour there.

Too often the Quebec labour movement has been sleeping at the switch, he said, and not making itself heard. "There are more groups affiliating with the QFL. And it's not the best time to build a strong federation when you need it. You've got to do it before."

In an interview after his address, Mr. Laberge said that the QFL, a CLC affiliate has 207,000 card carrying members, and its rival, the Confederation of National Trade Unions, has about 205,000 members.

Concern for the Community

The Canadian labour movement is in danger of turning on itself, said Gérard Rancourt, Executive Vice-President of the CLC. Speaking to delegates on the second day of the meeting, Mr. Rancourt said: "The trouble in this country is that many of our unions have become part of the establishment. Our unions and their representatives are only concerned with their own contracts. But part and parcel of the movement for social reform is that it must fight for peace and equality for the whole community at all times."

Mr. Rancourt, who until this spring was General Secretary of the QFL, told delegates that only about one-third of the Canadian labour force is unionized, and if there was no relief for these unorganized workers, a movement might arise to take things into its own hands. "That is our duty and responsibility before the nation."

Joseph James, former MFL executive, charged MFL-affiliated union locals with "chiseling" on affiliation dues. He said per capita fees of 7 cents a month are now paid by locals for about 35,000 members, and the real number of affiliates was 46,000.

Delegates passed a resolution supporting organizations backing medicare to cover all Manitobans, and urged the immediate implementation of the federal medicare plan.

They passed resolutions calling for improved workmen's compensation conditions concerning accidents, condemning "gimmick" advertising, and requesting a new detention home in Winnipeg.

A resolution, introduced at the close of the convention, urging a monthly voluntary, two-cent, per capita levy on all locals, was defeated. Delegates voted also against a resolution that called for the provincial Government to discontinue the use of daylight saving time in Manitoba, north of the 53rd parallel.

A. A. (Bud) Franklin, International Representative of the United Brewery and Soft Drink Workers (AFL-CIO/CLC), and formerly Vice-President, CLC (Prairie Region), defeated R. J. (Bud) Henderson to become President of the Manitoba Federation of Labour.

The official 1968-69 slate is: Mr. Franklin, President; Joseph Wilford, re-elected First Vice-President; R. J. Henderson, Second Vice-President; T. E. Fick, third Vice-President; and Bernard Christophe, re-elected Secretary-Treasurer.

Employment Fatalities

Second Quarter, 1968

The Department has received reports on 182 employment fatalities that occurred in Canada during the second quarter of 1968. During the previous quarter, 245 fatalities were recorded. This is 68 more than the previously published total of 177 (L. G., Aug., p. 471). In the second quarter of last year, 271 fatalities were recorded—67 more than the preliminary figure of 204 (L. G., Nov. 1967, p. 688).

During the quarter, two multi-fatality accidents brought death to seven workmen. In April, four men lost their lives in a plane crash near Vancouver International Airport, and three railway employees were burned to death when their train derailed in Emerson, Man.

Four industry divisions accounted for 67.0 per cent of the total number of fatalities.* Of the total, 33 occurred in construction, 31 in transportation, 30 in manufacturing and 28 in mining. The remaining 33.0 per cent were distributed in other industry divisions as follows: forestry, 12.1 per cent; public administration, 6.0 per cent; trade, 5.5 per cent; service, 3.9 per cent; fishing, 3.3 per cent; and agriculture, 2.2 per cent. No fatalities were reported in the finance industry.

The 25-44 age group accounted for 43.4 per cent of the total number of fatalities. Workers in the 45-64 age group accounted for 33.5 per cent, and the remaining 23.1 per cent were distributed among the other age groups as follows: 20-24 age group, 11.5 per cent; 65 and over, 6.1 per cent; and 14-19 age group, 5.5 per cent.

Three occupational divisions accounted for 67.0 per cent of the total fatalities: craftsmen, production process and relate workers, 35.2 per cent; transportatio and communication workers, 18.1 pe cent; and miners, quarrymen and relate workers, 13.7 per cent.

The distribution of the remaining 33 per cent among other occupational divi sions was as follows: loggers and relate workers, 9.9 per cent; labourers an unskilled workers (not agricultural, log ging, fishing or mining), 8.2 per cen service and recreation workers, 4.9 pe cent; fishermen and managerial worker 2.8 per cent each; farmers, 2.2 per cen and professional occupation workers an sales employees, 1.1 per cent each. Thee were no fatalities recorded for clerico workers.

Three accident-type categories accoun ed for 71.4 per cent of the total number fatalities. These were: struck by differe objects, 29.1 per cent; collisions, derai ments, wrecks, etc., 22.0 per cent; an falls and slips, 20.3 per cent. The remaini ing 28.6 per cent were distributed amon other accident-type categories as follow caught in, on or between different object 8.8 per cent; inhalations, absorptions an industrial diseases, 8.2 per cent; conta with electric current, 5.5 per cent; con flagrations, temperature extremes an explosions, 2.8 per cent; miscellaneou accidents, 2.2 per cent; and over-exertion 1.1 per cent. No fatalities were recorde in the striking against or stepping o objects accident-type category.

A cross section analysis of the greate concentration of fatalities by age revea that the 25-44 age group accounted fo 50.0 per cent of the total number o fatalities in mining, 48.5 per cent i construction, and 48.4 per cent in trans portation. An examination of the concen tration of fatalities by occupation show that craftsmen, production process an related workers accounted for 76.7 pe cent of the fatalities that occurred i manufacturing, and 66.7 per cent of thos in construction. Transport and commun cation workers accounted for 64.5 pe cent of the total number of fatalities tha occurred in the transportation industry.

An analysis of cross-classifications o industry divisions by main accident-typ categories reveals that 68.2 per cent of th fatalities in forestry and 30.3 per cent i the construction industry were the resul of the victim being struck by differen objects; another 36.4 per cent of fatalitie in construction were the result of fal and slips; and 61.3 per cent of fatalitie in transportation were the result o collisions, derailments and wrecks.

During the quarter under review, ther were 58 fatalities in April, 63 in May an 61 in June. By province, the largest num ber of fatalities, 62, occurred in Ontario in British Columbia there were 45, and i Alberta, 26.

The employment fatalities covered in this review are those sustained by persons gainfully employed. They occurred during the course of, or arose out of their employment, and they include deaths resulting from industrial diseases.

Statistics on employment fatalities are compiled by the Economics and Research Branch of the Department of Labour from reports received from the provincial Workmen's Compensation Boards and certain other official sources. Newspaper reports are used to supplement these. For industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping, and certain of the service groups, is not as complete as it is in industries covered by workmen's compensation legislation. Similarly, a small number of traffic accidents, which are in fact industrial, may be omitted from the Department's records because of lack of information in press reports.

The number of fatalities that occurred during the period under review is usually greater than indicated in the article and tables. Fatalities that were not reported in time for inclusion, however, are recorded in supplementary lists, and statistics are revised accordingly in the next annual review.

*See Table H, p. 680.

Consumer, August 1968

The consumer price index (1949=100) rose by 0.3 per cent to 156.0 at the beginning of August from 155.6 at the beginning of July. It was 3.4 per cent above the August 1967 level of 150.9.

The food index increased by 1.1 per cent to 153.6 from 151.9, and was 1.6 per cent higher than in August 1967. Bread prices rose by 2.6 per cent, and eggs also indicated a substantial price increase over the preceding month. Fresh milk and sugar remained unchanged in price, and butter declined marginally.

Among meat items, there was a noticeable increase in the price of pork products. Chicken and beef advanced slightly, but turkey was a little lower. Produce prices declined slightly as lower quotations for potatoes, cabbage, celery and tomatoes outweighed increases for apples and strawberries.

The housing index advanced 0.1 per cent to 158.4 from 158.3 and was 4.1 per cent above the August 1967 level of 152.2. Generally higher rents were recorded, with the largest increases occurring in Calgary, Toronto, Montreal and Winnipeg. Homeownership costs remained unchanged except for higher insurance premiums and fuel oil prices in a number of cities. Furniture and carpet prices declined as a result of midsummer sales, and supplies and services showed little change from the preceding month.

The clothing index declined by 0.3 per cent to 135.7 from 136.1 and was 2.6 per cent above the August 1967 level of 132.3. Sales reduced prices for most men's and women's outerwear, but the prices of footwear and piece goods increased.

The transportation index declined by 0.1 per cent to 161.8 from 161.9. Generally lower train fares and new automobile prices outweighed increases for gasoline and taxi fares in a number of cities.

The health and personal care index rose by 0.2 per cent to 199.1 from 198.8. The increase was due to increased dentists' fees in Regina and Saskatoon, together with generally higher prices for pharmaceuticals and toiletries.

The recreation and reading index increased by 0.2 per cent to 175.2 from 174.8. The tobacco and alcohol index remained unchanged at 141.1 and was 9.7 per cent higher than the August 1967 level of 128.6.

Group indexes a year ago in August were: food 153.6; housing (shelter and household operation) 158.4; clothing 135.7; transportation 161.8; health and personal care 199.1; recreation and reading 175.2; and tobacco and alcohol 141.1.

City Consumer, August 1968

Between July and August, consumer price indexes advanced in all regional cities and city combinations except Toronto, where the all-items index remained unchanged. The increases ranged from 1.2 per cent in St. John's to 0.2 per cent in Edmonton-Calgary and Vancouver.

Food prices advanced in seven cities and declined in three. The housing index moved up in all cities except Vancouver, where it remained at the July level. The clothing index and transportation index each declined in five cities, reflecting summer sale prices for men's and women's outerwear, and seasonal reductions in new car prices. The indexes for health and personal care, and for recreation and reading, moved up in seven regional cities. Prices for tobacco and alcohol products increased in three cities, declined in three, and remained unchanged in four.

Regional consumer price index point changes between July 1968 and August 1968 were as follows: St. John's +1.7 to 137.9*; Halifax +0.8 to 148.1; Montreal +0.6 to 153.7; Saint John +0.5 to 151.4; Ottawa +0.5 to 155.7; Winnipeg +0.4 to 151.3; Saskatoon-Regina +0.4 to 146.0; Edmonton-Calgary +0.3 to 146.6; Vancouver +0.3 to 149.1; Toronto remained unchanged at 157.4.

Wholesale, August 1968

The general wholesale index (1935-39=100) moved up 0.2 per cent in August to 269.7 from the July index of 269.2, and was 1.9 per cent higher than the August 1967 index of 264.8. Five of the eight major group indexes increased, two decreased, and one was unchanged.

The animal products group index rose 1.2 per cent to 299.9 from 296.2 on price increases for livestock, fresh and cured meats, and eggs. An increase of 0.5 per cent to 215.9 from 214.9 in the chemical products group index reflected higher prices for soaps and detergents.

Increases of 0.2 per cent or less occurred in the following major group indexes: textile products, 256.5 from 256.1; iron products, 277.2 from 276.7; and non-metallic minerals, 206.4 from 206.3.

The non-ferrous metal products group index moved down 0.6 per cent in August to 245.3 from 246.8 in response to lower prices for silver. The vegetable products group index declined 0.2 per cent to 229.4 from 229.9.

The July figures incorporate revisions due to the receipt of returns delayed by the postal strike at the time of the original publication of the July indexes and the preliminary release of the August indexes.

*On base June 1951=100.

Farm Products Prices

The index of Canadian farm products at terminal markets (1935-39=100) advanced 0.9 per cent to 266.1 from 263.8 in the three-week period August 2 to August 23. The animal products index moved up 3.4 per cent to 345.8 from 334.4, and the field products index declined 3.5 per cent to 186.5 from 193.3.

British Retail, June 1968

The British index of retail prices (January 16, 1962=100) was 125.4 at June 18, compared with 124.9 at May 21, and 119.9 at June 20, 1967.

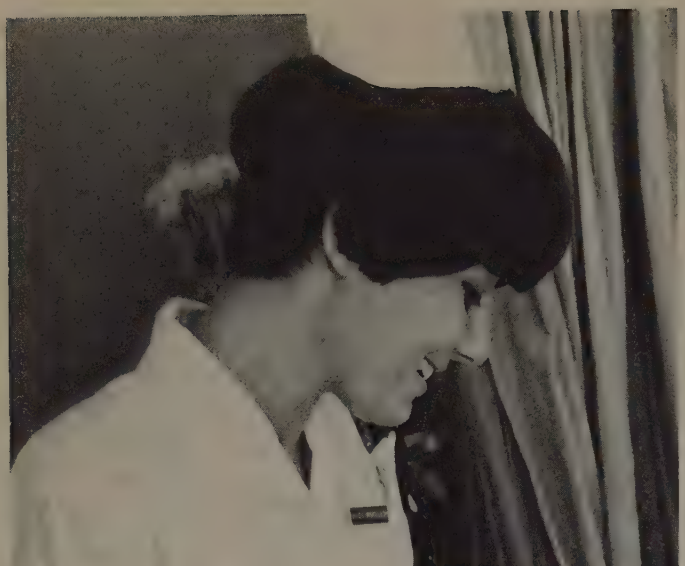
The index for foods, the prices of which are affected by seasonal variations, rose by nearly 0.5 to 125.6, compared with 125.1 in May. Increases in the prices of fresh fruit, fresh vegetables, eggs and bacon were partly offset by reductions in the prices of potatoes. The index of the food group as a whole rose by nearly 0.5 per cent to 124.1, compared with 123.6 in May.

In the fuel and light group, the principal changes were increases in charges for gas. The index for this group as a whole rose by less than 1 per cent to 131.9, compared with 130.8 in May.

The index for the transport and vehicle group rose to 120.4 compared with 120.1 in May, mainly as a result of a rise in the average level of prices of second-hand cars.

The miscellaneous goods group index rose by 1½ per cent to 126.7 compared with 124.8 in May.

There was an increase of about 0.5 per cent in the average level of prices of meals bought and consumed outside the home, the index rising to 127.5 from 126.8.



Nurses in Canada

According to *Countdown*,* slightly less than three quarters of the professional nurses in Canada were employed in nursing in 1966. One fifth of the 112,866 registered were not employed in nursing, and they comprised those employed in other occupations as well as those not employed at all. Five per cent of the respondents did not report their employment status.

Married women accounted for more than half of the respondents employed in nursing, and they outnumbered their single counterparts by a ratio of 7 to 1 among those not employed in nursing.

More than half of the professionally active nurses registered worked on full-time schedules, and 18.6 per cent pursued part-time activity. Nine out of 10 of those employed part-time were married women, and 7.2 per cent were classified as single.

Education

Of the 82,517 nurses employed in nursing, less than 1 per cent were holders of Master or higher degrees; 5 per cent had a Bachelor's degree; 10 per cent had some credits toward a baccalaureate degree; and the remaining 85 per cent had as their highest educational qualification, diploma program leading to R.N.

The proportion of nurses with academic degrees and university preparation was somewhat higher among the full-time than among the part-time nurses.

Employment and Occupation

The majority, 78.7 per cent, were employed in hospitals or other institutions, and 6.3 per cent in public health other than school health organizations. Private practice accounted for 4.5 per cent of the total, and 3½ per cent were in schools of nursing. The remainder were employed by offices of physicians and dentists, and in occupational health, school health and other specified fields.

General duty or staff nurse was the employment status of two out of three registrants, and 12 per cent of the total were classified as head nurse or assistant. The others were distributed, in descending order, among supervisor or assistant, other specified position, instructor and director or assistant.

Age

Thirty-four years was the median age of all professional nurses registered in 1966. Those not employed in nursing had a median age of 35, which rose to 39 for registrants with employment status not stated. The single nurses in the latter category, however, had a median age of 30. For those employed in nursing, the median age was 33, and the median age for married nurses in that group was 35, six years higher than for single nurses. Married registrants not employed in nursing had a median age of 34, identical with the median age for all registrants, and lower than the single nurses in that group, whose median age was 38.

More than half of the registrants em ployed in nursing were under 35 years age. One third were between 35 and and the remainder were over 55.

Where Do They Live?

Ontario and Quebec together accounte for 62 per cent of all registrants employe in nursing. Ontario employed 40 per ce and Quebec 22 per cent. This proportio differed from the geographic distributio of women in the labour force as a whol for 1966, when 38 per cent of all workin women lived in Ontario and 28 per ce in Quebec.* British Columbia accounte for 10 per cent of the total employe nurses, Alberta 7 per cent, Manitoba an Saskatchewan 5 per cent each, Nov Scotia and New Brunswick 3 per ce each, and Newfoundland and Princ Edward Island 1 per cent each.

Male Nurses

There were 372 male nurses registere in Canada and employed in nursing. C these, 77 per cent were in hospitals an other institutions.

Slightly less than half were classified a general duty or staff nurses, compared t two thirds of the female nurses in succ positions. Director and assistant directo positions were held by 5 per cent of th male nurses and 3 per cent of the femal nurses; 16 per cent of the male nurse were classified as supervisors and as sistants, compared with 7 per cent of th female nurses; and 18 per cent of the mal nurses were head nurses and assistants whereas 11 per cent of the female nurse were in such positions.

Earnings

Minimum basic gross salaries recom mended by the provincial nurses' associa tions for general staff nurses for 196 ranged from $400 a month in Princ Edward Island to $600 a month in Britis Columbia. Upward revisions are recom mended commensurate with the educa tional qualifications and responsibilitie of the position.

Employment Standards

Hours of work recommended b provincial nurses associations ranged from 35 a week in Ontario and 37½ in Britis Columbia to 40 in all other provinces Five provincial associations, those i British Columbia, Newfoundland, On tario, Prince Edward Island and Quebec recommend a minimum of 16 hour between shifts, and annual vacations var from 15 to 20 working days a month where recommended.

**Countdown 1967*, Canadian Nursing Statistics, Canadian Nurses' Association.

**Facts and Figures about Women in th Labour Force*, 1966, Women's Bureau, Canad Department of Labour.

Women's Bureau

Employment and Social Problems Of Older Workers — Part I

"In the years ahead, up to 1975, the population of the world is expected to rise every year by some 2 per cent, but the number of those aged 60 and over will increase by 2½ per cent a year, or by some 6 million persons annually. The general picture, then, is of a world with an aging population, with a higher population of older workers in the labour force and greater numbers of old people for society to consider and, to some extent, support."

The foregoing statement was made in a report on the employment and social problems of older workers, published by the International Society for Rehabilitation of the Disabled in the July 1968 issue of the Society's quarterly publication, *International Rehabilitation Review*. The report was presented by the International Labour Organization to the International Seminar on Vocational Rehabilitation of Disabled and Elderly Workers in Rural Areas, held in Halle, German Democratic Republic, last April.

According to the report, the ILO adopted in 1961 a resolution concerning the special employment problems of older workers. The resolution drew attention to the fact that these problems had been accentuated by the introduction of new manufacturing techniques and production methods. It emphasized also the need for vocational guidance, occupational training and re-training, job placement, and relocation programs adapted to the needs of older workers. Finally, the resolution stressed the need for social security systems covering old-age insurance in developing countries.

The problems of older people were the keynote of the report delivered to the International Labour Conference in 1962 by the ILO's Director-General, David Morse. At that time, Mr. Morse stressed the difficulties of drawing any composite picture, or of giving a chronological definition of older workers. Their difficulties were outlined within the broad framework of economic and social change generally, as well as within the more specific framework of social protection as seen against the background of particular national and local circumstances and of individual need and capacity.

The report stated also that age becomes a significant factor in the life of a worker when, because of advancing years, he begins to find difficulty either in doing his work or in finding or keeping a job. It is at this stage that he becomes an older worker from the standpoint of the world of work.

The ILO paper poses the question, What are the problems and prospects for older workers in economic life?

Older workers often find it hard to adapt to new work methods and production techniques and, in an effort to keep up with a fast-changing industrial society, may have to transfer to jobs better suited to their changing capacities. While trying to make this change, they may encounter discrimination on the basis of their age, or be confronted with rigid hiring regulations. They may find it hard to get another job or even to obtain retraining. They may find that, for all practical purposes, they have been tossed onto the human scrap heap and that no one has much use for them or interest in them.

The report examined, under three major headings, the main difficulties and prejudices encountered by older workers, and indicated to what extent these can be justified:

1. Technological change. Frequently the education, training and skills acquired by older workers do not equip them to cope with new work methods and production techniques.

Related research studies had shown, the report stated, that on the whole, those popular notions of aging in relation to work needed to be radically revised. Studies have demonstrated conclusively that work capacity may, in some respects, increase rather than diminish with advancing years, and that, more often than is generally believed, efficiency and responsibility may be higher among older workers than among younger ones.

2. Physiological requirements. It is often argued that older workers are unable to meet the physical requirements of a particular job, and that, even when the physical content of the work is reduced or eliminated, they may be at a disadvantage because the new process may call for greater mental effort, or better perception.

In the United States, according to the report, surveys of comparative job performance by age for both factory and office workers had shown that nearly half of the 45-54 age group had man-hour output indices greater than the average worker in the 35-44 age group. Another survey showed that women office workers aged 45 to 65 reached an exceptionally high level of output and efficiency in such tasks as typing, or the sorting and filing of documents.

3. Prejudice and discrimination. Possibly these are the most serious obstacles of all. Many employers have preconceived and ill-founded notions about the ability of workers above a certain age. They appear to believe that older workers are less productive, less adaptable, more prone to sickness and absenteeism, and more difficult to fit into pension schemes. These mistaken beliefs may be the root cause in the fixing of arbitrary age limits for both engagement and cessation of service—in other words, a form of discrimination.

The report referred to the public education undertaken in many countries as one method of combatting age discrimination. Through such media as the press, radio, cinema and television, the public at large has learned of the problems of older workers and how they can be resolved by co-operative effort.

Legislation was cited as another method of eliminating discrimination. There is almost as much difference of opinion about the value of such legislation, however, as there is about the use of quota schemes for disabled persons. Those who favour it maintain that it helps create employment for elderly workers. Those who oppose legislation say that it is difficult to enforce non-discrimination on the basis of age.

Section on Older Workers
Manpower Utilization Branch
Department of Manpower
and Immigration

The second half of the foregoing article will be published in our December issue.

Global Needs In Rehabilitation

Part II

Outsiders entertain a variety of notions about the role played by government and voluntary organizations in rehabilitation services. But, basically, these agencies connected with the rehabilitation process are concerned with the medical, social, educational and vocational questions. It is likely that several ministries will participate, and it is important, therefore, that responsibility for rehabilitation by clearly designated. A comprehensive plan should be drawn up for a co-ordinated interministry program.

Laws affecting the welfare of the handicapped are not in themselves a solution to the many problems faced by this group, but perceptive government legislation can help create public acceptance of handicapped people. Many countries have enacted anti-discrimination legislation affecting employment, housing and education for the physically handicapped. Social welfare ministries are urged to alert the appropriate government agencies to the benefits of civil rights legislation for the handicapped.

Private initiative has been primarily responsible for the development of rehabilitation services throughout the world. In many countries, a substantial part of the services are provided by voluntary institutions, but the trend is toward increased governmental involvement.

Depending on the social organization of the country concerned, there is usually a role for both governmental and voluntary institutions in the rehabilitation field. Voluntary agencies can stimulate new ideas and methods in order to develop areas not yet covered by government. They have also demonstrated their ability to carry out important research and, to engage the interest, enthusiasm and participation of the public — and through all of these capabilities, they have helped to bring about positive changes and growth in the governmental programs.

Meeting Rehabilitation Needs

The growing need for rehabilitation services will greatly increase the demand for trained personnel. The current rate of education and training in the professions allied with rehabilitation is not keeping pace with the increasing size of the problem.

In many parts of the world, the number of training institutions must be expanded. Depending on population and other social and economic factors, such institutions may be developed on national or regional lines. The regional approach will likely be most valuable for training personnel in skills unique to the rehabilitation process in newly developing areas.

These skills include the making and fitting of prosthetic and orthotic devices, rehabilitation counselling, and, to some extent, physical and occupational therapy. Several other professions associated with rehabilitation — such as medicine, psychology, nursing, social work and education — depend on training facilities designed for more general purposes, and such facilities are, therefore, more frequently available in the underdeveloped countries. Arrangements must be made to add to the basic professional education in these fields the necessary knowledge and skill for specializing in rehabilitation.

Some instruction concerning disability problems and the methods of rehabilitation should be included in the basic curricula of medical schools and schools of social work, nursing, and other related disciplines. Such instruction would also be a useful source of information for persons interested in making their career in rehabilitation.

A major obstacle in solving the problem of manpower needs for rehabilitation programs is the relatively low status and compensation of some rehabilitation occupations in certain countries. Ambitious people are not generally attracted to careers in the rehabilitation field, and it is difficult to retain trained staff. Governments and voluntary agencies could help eliminate this obstacle by assuring adequate status and compensation for personnel occupying professional posts in rehabilitation.

International co-operation has greatly increased the broad awareness of disability problems in recent years, with the consequent development and expansion in many countries, of facilities and services to assist disabled persons. Ways of exchanging information have been perfected as well as the means of providing technical assistance to countries requiring aid in planning and implementing their rehabilitation programs. To derive the most benefit from international sources, countries wishing aid should be guided by the following precepts:

(a) A comprehensive, long-range plan for the development of rehabilitation facilities and services should be prepared. It should include provision for the recruitment and training of personnel, the co-ordinated development of medical, social, educational and vocational services, the enactment of supporting legislation, and a public education campaign. International assistance may be provided with maximum effect and economy when it is incorporated in such a plan.

(b) Attach a sufficiently high priority to programs for rehabilitation of the disabled so that requests to the international organizations for assistance will be assigned an equivalent priority by the bodies responsible for the allocation of aid.

The chief point to remember is that whereas the type of training needed in some areas can be provided effectively and economically on a regional basis, international assistance will be available for regional training programs only if the governments concerned are prepared to co-operate.

Manpower Utilization Branch
Department of Manpower
and Immigration

Certification and Other Proceedings Before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during August. It granted one application for certification, ordered one representation vote in application for certification, and ordered one representation vote in request for review under section 61(2) of the Act. During the month, the Board received 13 applications for certification and one request for review under section 61(2) of the Act. It allowed the withdrawal of three applications for certification.

Application for Certification Granted

Canadian Maritime Union on behalf of a unit of unlicensed personnel employed aboard the M.V. *Congar* by Johnstone Shipping Limited, Toronto, Ont. (L. G., Aug., p. 481). Vincent Boutilier, *et al.*, had intervened.

Representation Votes Ordered

1. Teamsters, Chauffeurs, Warehousemen and Helpers, Local 91, General Truck Drivers Union, Local 938, Teamsters, Chauffeurs, Warehousemen and Helpers, Local 880, and Transport Drivers, Warehousemen and Helpers Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicants, Tank Truck Transport Limited, Rexdale, Ont., respondent, and International Union of District 50, United Mine Workers of America, intervener (L. G., Sept., p. 543). The Board directed that the names of the applicants and the intervener appear on the ballot (Returning Officer: H. A. Fisher).

2. Canadian Brotherhood of Railway, Transport and General Workers, and Canadian National Railways, Montreal, Que., respondent (L. G., Sept., p. 544). The Board ordered a vote following a request for review, and directed that the voting unit comprise employees of the respondent employed in the office of Carload and Express Claims at its Regional Headquarters in Toronto, Ont. (Returning Officer: K. Hulse).

Applications for Certification Received

1. International Brotherhood of Electrical Workers, Local 435, on behalf of a unit of employees of Greater Winnipeg Cablevision, Winnipeg, Man. (Investigating Officer: A. E. Koppel).

2. International Brotherhood of Electrical Workers, Local 213, on behalf of a unit employees of Black Knight Television Company Limited, Kelowna, B.C. (Investigating Officer: D. H. Cameron).

3. International Brotherhood of Electrical Workers, Local 213, on behalf of a unit of employees of Northwest Community Video, North Vancouver, B.C. (Investigating Officer: D. H. Cameron).

4. International Brotherhood of Electrical Workers, Local 213, on behalf of a unit of Mainland Cable Services Limited, Vancouver, B.C. (Investigating Officer: D. H. Cameron).

5. International Brotherhood of Electrical Workers, Local 213, on behalf of a unit of employees of Fred Welsh Antenna Systems Limited, Vancouver, B.C. (Investigating Officer: D. H. Cameron).

6. Association of Employees of Imperial Roadways Limited on behalf of a unit of drivers of Imperial Roadways Limited, Winnipeg, Man. (Investigating Officer: A. E. Koppel).

7. Operative Plasterers' and Cement Masons' International Association, Local 919, on behalf of a unit of cement masons employed by General Enterprises Limited, Whitehorse, Y.T. (Investigating Officer: D. H. Cameron).

8. Canadian Marine Officers' Union on behalf of a unit of marine engineers employed on vessels by Carryore Limited, Montreal, Que. (Investigating Officer: G. R. Doucet).

9. Canadian Merchant Service Guild, Inc., Eastern Branch, on behalf of a unit of mates employed on the vessel M.V. *Congar* by Johnstone Shipping Limited, Toronto, Ont. (Investigating Officer: K. Hulse).

10. *Syndicat Canadien de la Fonction Publique* on behalf of a unit of mail drivers of Transol Inc., Quebec, Que. (Investigating Officer: G. R. Doucet).

11. United Packinghouse, Food and Allied Workers, Local 1145, on behalf of a unit of employees of Red Deer Seed Co. Ltd., Red Deer, Alta. (Investigating Officer: D. H. Cameron).

12. Office and Technical Employees Union, Local 15, Office and Professional Employees' International Union, on behalf of a unit of clerical employees employed at various terminals by Canadian Freightways Limited, Calgary, Alta. (Investigating Officer: D. H. Cameron).

13. Chauffeurs, Teamsters and Helpers, Local 395, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of mail drivers and servicemen of M & B Enterprises Ltd., Regina, Sask. (Investigating Officer: A. E. Koppel).

Applications for Certification Withdrawn

1. United Steelworkers of America, applicant, and Louis Dreyfus (Canada) Ltd., Port Cartier, Que., respondent (L. G., Aug., p. 481).

2. Office and Technical Employees Union, Local 15, Office and Professional Employees' International Union, applicant, and Canadian Freightways Limited, Calgary, Alta., respondent (L. G., Sept., p. 543).

3. International Brotherhood of Electrical Workers, Local 435, applicant, and Greater Winnipeg Cablevision, Winnipeg, Man. (See also Applications for Certification Received, above).

Request for Review under Section 61(2)

The Board denied a request for review received from the Canadian Wire Service Guild, Local 213, American Newspaper Guild, for reconsideration and revocation of the Board's decision to order a vote of personnel employed by the Canadian Broadcasting Corporation in its news broadcast service at Montreal and Quebec City.

This section covers proceedings under the Industrial Relations and Disputes Investigation Act involving the functions of the Canada Labour Relations Board, for which the Employee Representation Branch of the Department is the administrative agency.

Conciliation and Other Proceedings Before the Minister of Labour

During August, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. National Harbours Board, Prescott, Ont., and Public Service Alliance of Canada (Conciliation Officer: T. B. McRae).

2. Detroit and Canada Tunnel Corporation and Local 195, International Union, United Automobile, Aerospace, and Agricultural Implement Workers of America (Conciliation Officer: T. B. McRae) (reassigned to H. A. Fisher).

3. Cominco Ltd. (Pine Point Operations), Pine Point, NWT, and United Steelworkers of America (Conciliation Officer: C. M. Gilmour).

4. Cominco Ltd. (Con and Rycon Operations), Yellowknife, NWT, and United Steelworkers of America (Conciliation Officer: C. M. Gilmour).

5. Baton Broadcasting Limited, Toronto, Ont., and Toronto Newspaper Guild, Local 87, American Newspaper Guild (Conciliation Officer: T. B. McRae) (reassigned to H. A. Fisher).

6. Eastern Telephone and Telegraph Company, Sydney Mines, N.S., and Local 2096, International Brotherhood of Electrical Workers (Conciliation Officer: D. T. Cochrane).

7. Curry Moving and Warehousing Ltd., Ottawa, Ont., and Local 91, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: K. Hulse).

8. Canadian Broadcasting Corporation and Canadian Wire Service Guild, Local 213, American Newspaper Guild (Conciliation Officer: J. S. Gunn).

9. Bolduc Explosives Transport Ltd., North Bay, Ont., and Locals 938 and 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: H. A. Fisher).

10. Ogilvie Flour Mills Company Limited, Winnipeg, Man., and Local 520, United Packinghouse, Food and Allied Workers (Conciliation Officer: A. E. Koppel).

Settlements by Conciliation Officers

1. B.C. Air Lines Limited, Vancouver, B.C., and Local 234, Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: D. S. Tysoe) (L. G., Oct., p. 596).

2. National Harbours Board, Port of Quebec, and Public Service Alliance of Canada (National Harbours Board Police —Port of Quebec) (Conciliation Officer: G. R. Doucet.) (L. G., Oct., p. 596).

3. Omstead Refrigerated Transportation Limited, Wheatley, Ont., and Local 880, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: H. A. Fisher) (L. G., Oct., p. 596).

4. Quebec Paper Sales and Transportation Co. Limited, Donnacona, Que., and the Seafarers' International Union of Canada (Conciliation Officer: G. R. Doucet) (L. G., Sept., p. 544).

5. Davie Transportation Limited, Montreal, Que., and the Seafarers' International Union of Canada (Conciliation Officer: G. R. Doucet) (L. G., Sept., p. 544).

6. United Keno Hill Mines Limited, Elsa, Y.T., and Local 924, United Steelworkers of America (Conciliation Officer: C. M. Gilmour) (L. G., Sept., p. 544).

7. McAllister-Pyke Salvage Limited, Montreal, Que., and the Seafarers' International Union of Canada (Conciliation Officer: G. R. Doucet) (L. G., June 1967, p. 365).

8. Northland Navigation Company Limited, Vancouver, B.C., and the Seafarers' International Union of Canada (Conciliation Officer: D. H. Cameron) (L. G., June, p. 343).

9. Kingsville Cartage Company Limited, Kingsville, Ont., and Local 880, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: T. B. McRae) (L. G., Sept., p. 544).

Dispute Lapsed

Northern Industrial Carriers Limited, Edmonton, Alta., and Locals 31 and 362, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: D. S. Tysoe) (L. G., Sept., p. 544).

Conciliation Boards Fully Constituted

1. The Board of Conciliation and Investigation established in June to deal with a dispute between the Canadia Broadcasting Corporation and the N tional Association of Broadcast Emplo ees and Technicians (L. G., Sept., p. 54 was fully constituted in August with t appointment of His Honour Judge Walt Little of Parry Sound, Ont., as chairma Judge Little was appointed by t Minister on the joint recommendation the other two members of the Boar company nominee J. W. Healy, Q.C Toronto, and union nominee Mill Stewart, Fenelon Falls, Ont.

2. The Board of Conciliation an Investigation established in June to de with a dispute between Quebecair, Mon real, and the International Associatio of Machinists and Aerospace Worke (L. G., Sept., p. 545) was fully constitute in August with the appointment of Andr Desgagné of Sillery, Que., as chairma Mr. Desgagné was appointed by t Minister on the joint recommendation c the other two members of the Boar company nominee Claude Lavery, Q.C and union nominee André Thibodeau both of Montreal.

3. The Board of Conciliation and In vestigation established in June to deal wit a dispute between the Canadian Broad casting Corporation and the Nationa Association of Broadcast Employees an Technicians (Watchmen, Montreal, Que (L. G., Sept., p. 545) was fully constitute in August with the appointment of Hi Honour Judge Walter Little of Parr Sound, Ont., as chairman. Judge Littl was appointed by the Minister on th joint recommendation of the other tw members of the Board, company nomine J. W. Healy, Q.C., Toronto, and unio nominee Miller Stewart, Fenelon Falls Ont.

4. The Board of Conciliation an Investigation established in July to dea with a dispute between The Shippin Federation of Canada, Inc., and th International Longshoremen's Associa tion, Local 269, Halifax, N.S., and Loca 273, Saint John, N.B. (L. G., Oct., p. 597 was fully constituted in August with th appointment of Judge Nathan Green o Halifax, N.S., as chairman. Judge Gree was appointed by the Minister in th absence of a joint recommendation fro the other two members of the Board company nominee H. B. Rhude, Halifax and union nominee Frank X. Crilley Saint John, N.B.

This section covers proceedings under the Industrial Relations and Disputes Investigation Act involving the administrative services of the Minister of Labour and the Conciliation and Arbitration Branch of the Department.

5. The Board of Conciliation and Investigation established in July to deal with a dispute between TransAir Limited, St. James, Man., and Lodge 2223, International Association of Machinists and Aerospace Workers (L. G., Oct., p. 597) was fully constituted in August with the appointment of R. A. Gallagher, Q.C., Winnipeg, as chairman. Mr. Gallagher was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee H. B. Monk, Q.C., and union nominee A. A. Franklin, both of Winnipeg.

Board Reports Received

1. Polymer Corporation Limited, Sarnia, Ont., and Oil, Chemical and Atomic Workers' International Union, Local 9-14 (L.G., Oct., p. 597).

2. TransAir Limited, St. James, Man., and Canadian Air Line Flight Attendants' Association (L. G., Sept., p. 545).

3. Rio Algom Mines Limited (Nordic Mine and Quirke Mine), Elliot Lake, Ont., and United Steelworkers of America (L. G., Sept., p. 545).

4. Air Canada, Montreal, Que., and Canadian Air Line Pilots' Association (L. G., Aug., p. 483).

5. National Harbours Board, Montreal Harbour, and National Syndicate of Montreal Harbour Office Employees (L. G., May, p. 278).

Settlements by Conciliation Boards

1. Polymer Corporation Limited, Sarnia, Ont., and Oil, Chemical and Atomic Workers' International Union, Local 9-14 (see above).

2. CTV Television Network Limited, Toronto, Ont., and National Association of Broadcast Employees and Technicians (L. G., Oct., p. 597).

3. Canadian National Hotels Limited (Chauteau Laurier Hotel, Ottawa) and Canadian Brotherhood of Railway, Transport and General Workers (L. G., Aug., p. 483).

4. National Harbours Board, Port of Montreal, and National Syndicate of Montreal Harbour Office Employees (see above).

Settlements after Board Procedure

1. TransAir Limited, St. James, Man., and Canadian Air Line Flight Attendants' Association (see above).

2. Air Canada, Montreal, Que., and Canadian Air Line Pilots' Association (see above).

Conciliation Board Cancelled

Northland Navigation Co. Limited, Vancouver, B.C., and the Seafarers' International Union of Canada (see above).

Strike Action

Rio Algom Mines Limited (Nordic Mine and Quirke Mine), Elliot Lake, Ont., and United Steelworkers of America (strike commenced August 14) (see above).

Strike Terminated

Northern Telephone Limited, New Liskeard, Ont., and the Communications Workers of America (strike terminated August 6).

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Conciliation and Arbitration Branch. The Employee Representation Branch acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the Board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations, and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for controlling applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning: the certification of bargaining agents; the writing of provisions — for incorporation into collective agreements — that fix a procedure for the final settlement of disputes concerning the meaning or violation of such agreements; and the investigation of complaints referred to it by the Minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported here under two headings: 1. Certification and Other Proceedings Before the Canada Labour Relations Board; and 2. Conciliation and Other Proceedings Before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of the officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; officers resident in Toronto confine their activities to Ontario; officers in Montreal are assigned to the province of Quebec; and officers resident in Fredericton, Halifax and St. John's represent the Department in the Atlantic Provinces. The headquarters of the Conciliation and Arbitration Branch and the Employee Representation Branch are in Ottawa.

Study Deals with the Pay of Railway Operating Employees

That special breed of railroadman, the operating employee, is examined in *Payment Systems and Their Development in the Railway Trades*, by Maxwell Flood (Queen's Printer, 106 pages, Catalogue No. L41-768, $1.25).

In making his study of the running trades of the railways, Mr. Flood has made an exhaustive historical record of railroading in Canada. The specific intention of his research, however, is to examine and delineate in detail the systems of payment, work rules and working conditions of the running trades.

Mr. Flood comments that members of the running trades have often been referred to as "the aristocrats of labour". They include the engineers, firemen, conductors, brakemen, baggagemen and yardmen. The nature of their work has given the operating employees a homogeneity. Their work is mobile, they are on irregular call, and their family and social life is difficult to organize. Although there are differences within the group in terms of occupation, wages and status, these are differences of degree, compared with the differences of kind that separate them from other railway workers, especially non-operating employees.

Their way of life is reflected in the complexity of the systems of payment, work rules and working conditions that govern their employment, which Mr. Flood describes as "unique in Canadian industry".

Mr. Flood, a sociologist, was formerly with the research bureau of the General Conference Committee of Non-Operating currently Railway Unions. He has lectured at the Labour College of Canada, in Montreal, and is lecturing at Michigan State University.

Legal Decisions Affecting Labour

The British Columbia Court of Appeal has ruled that CLC procedures for settling jurisdictional disputes cannot prevent certification proceedings before a Labour Relations Board.

Legislation Branch

The British Columbia Court of Appeal, on February 16, 1968, dismissed an appeal from the judgment of Mr. Justice Smith refusing an application for an interim injunction to restrain certification proceedings before the British Columbia Labour Relations Board pending the outcome of the application of internal remedies under the constitution of the Canadian Labour Congress for settling jurisdictional disputes.

The Court held that, whatever contractual rights might exist between the unions, it could neither prevent employees from seeking to be represented by unions of their choice, nor interfere with the statutory functions of the Labour Relations Board.

Complaints of Raiding

Local 168 of the Labourers' International Union of North America had applied to the B.C. Labour Relations Board for certification as bargaining agent for nine units of employees represented by Local 1105 of the United Steelworkers of America.

The parent bodies of both the Steelworkers' local and the Labourers' local are affiliated with the Canadian Labour Congress. The constitution of the CLC, in a provision against "raiding" (Art. III, Sec. 5*), states that no CLC affiliate shall organize or attempt to represent employees covered by an established collective bargaining relationship with any other CLC affiliate. Under this provision, the phrase "established collective bargaining relationship" is defined, *inter alia*, as any situation in which any CLC affiliate (or a local thereof) has been certified for a certain group of employees under the provisions of a provincial labour relations act.

The CLC constitution provides for settlement, by mediation and then by arbitration, of any complaint of a breach of the provision against raiding. This procedure was invoked by the Steelworkers' parent body against the Labourers' parent body.

Injunction Sought

Since the B.C. Labour Relations Board had indicated that it intended to deal with the nine applications for certification, the Steelworkers' local moved, in the B.C. Supreme Court, for an interim injunction to restrain the Labourers' local from continuing in any way with its applications until the complaints of "raiding" could be finally disposed of.

The basis of the argument for an injunction was that, by virtue of the CLC constitution, a contractual relationship existed between the Labourers' local and the Steelworkers' local; the Labourers' local would therefore be bound to refrain from continuing with the applications for certification, at least until the complaints of "raiding" had been disposed of under the CLC constitution.

The application for an injunction was dismissed by the B.C. Supreme Court (L. G., Oct., p. 598). On the evidence before him, the judge found no basis for concluding that there was a contractual right between the two locals, since neither of the locals was bound by the affiliation of its parent body. In the absence of a right, the law affords no remedy by injunction.

Appeal Decision

When this judgment was appealed to the B.C. Court of Appeal, Mr. Justice McFarlane indicated that he, too, was not reasonably satisfied of the existence of a contractual right between the Steelworkers' local and the Labourers' local. The general principle that applies in such circumstances is stated in *Halsbury's Laws of England*, Vol. 21, para. 766:

> Where any doubt exists as to the plaintiff's right, or if his right is not disputed, but its violation is denied, the Court, in determining whether an interlocutory injunction should be granted, takes into consideration the balance of convenience to the parties and th nature of the injury which the de fendant, on the one hand, would suffe if the injunction was granted and h should ultimately turn out to be right and that which the plaintiff, on th other hand, might sustain if the injunc tion was refused and he should ultim ately turn out to be right. The burden o proof that the inconvenience which th plaintiff will suffer by the refusal of th injunction is greater than that which th defendant will suffer, if it is grantee lies on the plaintiff.

Mr. Justice McFarlane said that, i the case at bar, there was doubt as to th existence of the alleged right, and as t the fact of violation if the right existe He was therefore of the opinion that th B.C. Supreme Court had rightly con sidered the "balance of convenience" i exercising its discretion to grant o refuse the injunction.

Having thus affirmed the judgment o the Court below on the matter of th existence of rights between the union Mr. Justice McFarlane introduced con sideration of the rights of employees an employers. He said:

> The rights accorded to trade union by certification under the Labou Relations Act are given to them a agents and for the benefit of the em ployees whom they thereby becom authorized to represent. The rights o employers are affected bacause the become bound by the statute to ente into collective bargaining with a cert fied bargaining agent and to make ever reasonable effort to conclude a co lective agreement with it. One of th main purposes of this Act is to enabl employees to be represented by trade union of their choice. Within th

The New Brunswick Supreme Court (Appeal Division) has allowed an appeal from a decision of the Workmen's Compensation Board denying compensation to a widow.

*Under the revised CLC Constitution, 1968, similar provision is made under Art. IV, Sec. 3.

framework of the Act the Labour Relations Board is the body entrusted by the Legislature with the duty of granting, refusing and cancelling certifications of unions for units of employees.

Mr. Justice McFarlane was of the view that "contracts between unions [such as may exist because of affiliation with the CLC] cannot have the effect of preventing employees from seeking to be represented by unions of their own choice or of indirectly frustrating or interfering with the functions of the Labour Relations Board in dealing with applications for certification authorized by the Act." He therefore agreed with the decision of the Court below to refuse the assistance of the Court by way of interim injunction based upon such an alleged contract. Mr. Justice McFarlane concluded that "whatever obligations may be imposed upon affiliates *inter se* by the constitution of the Canadian Labour Congress the Court should not . . . give effect to that constitution in such a way as to prejudice the rights of employees or interfere with the exercise of its powers by the Labour Relations Board in the performance of its statutory duties."

Having considered rights existing between unions and their locals, as well as the rights of employees under the Labour Relations Act, Mr. Justice McFarlane dismissed the appeal of the Steelworkers' local, thereby confirming the refusal of the B.C. Supreme Court to grant an interim injunction against the Labourers' local.

United Steelworkers of America, Local 1105 et al. v. Tunnel & Rock Workers Union, Local 168 et al. (1968) 67 D.L.R. (2d), Part 8, p. 666.

N.B. SUPREME COURT (APPEAL DIVISION)

The Appeal Division of the New Brunswick Supreme Court, on October 25, 1967, quashed a decision of the New Brunswick Workmen's Compensation Board, which had held that the death of a workman did not arise out of his employment, and remitted the matter to the Board for reconsideration of the question of compensation for the workman's widow. The Court held that, when a fire truck driver with a diseased heart died following normal physical exertion in the course of his employment, the death was due to an accident arising out of his employment.

Workmen's Compensation Refused

The deceased had been employed by the Town of Woodstock, N.B., as a fire truck driver. On December 23, 1964, he drove a fire truck to the scene of a fire and, on arriving, he got out of the truck to start booster pumps, and immediately climbed back in again. Some minutes later, he was found unconscious, sitting in the cab. He was rushed to hospital, but died on the way.

Death was caused by a heart attack. The deceased had a diseased heart and, from the autopsy, it was apparent also that he had been in poor physical condition.

The N.B. Workmen's Compensation Board ruled that the man's death did not arise out of his employment; consequently, his widow was not entitled to compensation. In its written reasons for this decision, the Board said, in part:

> It is a matter of some difficulty to determine whether a death resulting from a heart attack occurring during a workman's employment is an accident arising out of and in the course of his employment in a case like the present, where the workman has not received a severe injury to the chest causing such heart condition. The criteria adopted by the Board in cases of this nature is as follows:
>
> 1. there must be an unusual effort or exertion in the course of employment;
>
> 2. the time element between the incident and the development of signs and symptoms of heart involvement must be no longer than 12 hours; and
>
> 3. all (heart attack) claims, if accepted, are considered aggravations of pre-existing disease.
>
> The Board's interpretation of an unusual effort or exertion is that the effort or exertion must be something that is not normally done in the course of his employment.

The Board concluded that the deceased's employment in no way contributed to his death and, accordingly, held that his death was not caused by an "accident arising out of and in the course of his employment." The term "accident" is defined in Sec. 1 (a) of the *Workmen's Compensation Act* (R.S.N.B. 1952, c. 255; amended by S.N.B. 1961-62, c. 72) as including:

> a wilful and intentional act, not being the act of the workman, and also includes a chance event occasioned by a physical or natural cause as well as disablement arising out of and in the course of employment, and where the disablement is caused by industrial disease, the date of the accident shall be deemed to be the date of the disablement. . . .

The Act further states:

"Sec. 6 (2) When the accident arose out of the employment, unless the contrary is shown, it shall be presumed that it occurred in the course of the employment, and when the accident occurred in the course of employment, unless the contrary be shown, it shall be presumed that it arose out of the employment.

"32(1) Except as provided in Section 34, the Board has exclusive jurisdiction to examine into, hear and determine all matters and questions arising under this Part and as to any matter or thing in respect to which any power, authority or discretion is conferred upon the Board, and the action or decision of the Board thereon shall be final and conclusive and shall not be open to question or review in any court, and no proceedings by or before the Board shall be restrained by injunction, prohibition or other process or proceeding in any court or be removable by *certiorari* or otherwise into any court.

"(2) Without thereby limiting the generality of the provisions of subsection (1), it is declared that such exclusive jurisdiction extends to determining: (i) the question whether personal injury or death has been caused by accident; (j) the question whether an accident arose out of and in the course of an employment within the scope of this Act.

"34(2) An appeal lies to the Supreme Court, Appeal Division, from any order, ruling or decision of the Board involving any question as to its jurisdiction or any question of law."

Following the decision of the Workmen's Compensation Board not to award compensation, the deceased's widow appealed to the Appeal Division of the New Brunswick Supreme Court.

Relevant Case Law

The Appeal Division made reference to the case law that has developed in several British judgments.

In *Fenton v. J. Thorley & Co.* (1903), L.J.K.B. 787, a workman who had suffered an internal rupture while doing his ordinary work was held to be entitled to compensation. In this case, the statement—now generally accepted in the courts—was made that the expression "accident" is to be used in the popular sense, denoting "an unlooked-for mishap or an untoward event which is not expected or designed." [See also the Canadian case of *Workmen's Compensation Board v. Theed* (1940), 3 D.L.R. 561; (1940), S.C.R. 553.]

In *Clover, Clayton & Co. Ltd. v. Hughes* (1910), 79 L.J.K.B. 470, a workman had been suffering from an aneurism (dilation of a blood vessel); his condition was such that he might have died at any moment, even in his sleep. The aneurism burst while he was tightening a nut with a spanner, under strain "quite ordinary in this ordinary work"; the workman died.

The widow was found to be entitled to compensation. In the reasons for judgment it was said:

> In each case, the artibrator ought to consider whether in substance, so far as he can judge on such a matter, the accident came from the disease alone, so that whatever the man had been doing it would probably have come all the same, or whether the employment contributed to it. In other words, did he die from the disease alone or from the disease and employment taken together, looking at it broadly? Looking at it broadly, I say, and free from over-nice conjectures, was it the disease that did it, or did the work he was doing help in any material degree?

Although there were two dissenting opinions in the *Clover* case, the above quotation was approved by the House of Lords in the case of *Partridge Jones and John Paton, Ltd. v. James (No. 2)* (1933), 102 L.J.K.B. 760.

In the case of *Oates v. Earl Fitzwilliam's Collieries Co.* (1939), 2 All E.R. 498, a workman suffering from heart disease became seriously ill while at work and died shortly afterward. A decision refusing compensation was appealed. In the decision on the appeal, the Court stated:

> In our judgment, a physiological injury or change occurring in the course of a man's employment by reason of the work in which he is engaged at or about that moment is an injury by accident arising out of his employment, and this is so even though the injury or change be occasioned partly, or even mainly, by the progress or development of an existing disease if the work he is doing at or about the moment of the occurrence of the physiological injury or change contributes in any material degree to its occurrence. Moreover, this is none the less true though there may be no evidence of any strain or similar cause other than that arising out of the man's ordinary work.

In the *Oates* case, the Court said that its opinion was the result of the decision of the House of Lords in *Partridge Jones and John Paton, Ltd. v. James.* [See also the Canadian case of *Hewitson v. Robin Hood Mills Ltd.* (1924), 1 W.W.R. 143, 18 S.L.R. 9.]

Compensation Board Erred

In the case at bar, the view of the New Brunswick Workmen's Compensation Board—that, before compensation was payable, there had to be shown an unusual effort or exertion in the course of the employment, and that such effort or exertion must be something that is not normally done in the course of employment—was found by the Appeal Division to be in error.

The evidence that the Board had before it when its decision was made was found to be conflicting. In the opinion of the Court, there was a lack of medical information. The Board had not questioned a physician, nor had it obtained the view of a heart specialist; it received only the recommendation of its Chief Medical Officer, and, even then, made its decision before the medical officer explained his recommendation in a subsequent memorandum. The Court realized, however, that the opinion of the Chief Medical Officer was of little or no importance in the light of the Board's criterion that unusual effort or exertion on the part of the deceased had to be shown before compensation was payable.

The Court concluded:

> According to the autopsy report, the deceased died of a coronary occlusion. If it was brought on by his driving to the scene of the fire, alighting from his truck, connecting the booster pumps and getting back into his truck, or any of these acts, or even by the excitement of the fire, his employment contributed in a material degree to his death, and his widow is entitled to compensation even though he might have died in his sleep that night from a coronary occlusion.

Appeal Division Decision

The Appeal Division of the New Brunswick Supreme Court decided to send the case back to the Workmen's Compensation Board for reconsideration of the question of whether compensation was payable upon the principles indicated in the case law. The Court held that it had the power to do this under Sec. 34 (10) of the New Brunswick *Workmen's Compensation Act*, which provides that the rules of the Court are to apply to every proceeding by way of appeal under the Act. To send the case back to the Board was considered to be the same as directing a new trial. The appeal of the deceased's widow was therefore allowed. *Dunham v. Workmen's Compensation Board* (1968), 67 D.L.R. (2d), Part 8, 726.

Employment Review for August

Employment rose by 13,000 to 7,965,000 in August, and was 111,000 more than in the same period a year ago.

The labour force, at 8,284,000, was 39,000 lower than in July, but was 183,000 higher than in August 1967.

Unemployment decreased by 52,000 to 319,000 from 371,000 in July, but was 72,000 higher than in August 1967.

Unemployment in August represented 3.9 per cent of the labour force, compared with 3.0 per cent in August 1967 and 2.9 per cent in August 1966.

The teen-age labour force, which increased during the school vacation period, decreased by 74,000 between July and August. Unemployment among this same age group dropped by 54,000 during the month, as students who had been unable to find summer employment withdrew from the labour force at the approach of the new school term.

Employment

Employment, at 7,965,000, increased by 13,000 between July and August.

Farm employment showed little change between July and August. In non-farm industries, manufacturing employment increased substantially, rising by 47,000. This advance was offset partially by decreases in transportation, communication and other utilities, 24,000, and trade, 10,000.

Between August 1967 and August 1968 farm employment decreased by 52,000. Non-farm employment increased by 163,000 over the same period, with the largest increase in community, business and personal services, 99,000. Increases were also recorded in finance, insurance and real estate, 23,000; electric power, gas and water utilities, 19,000; and public administration, 14,000. A decrease to 15,000 took place in transportation, storage and communication.

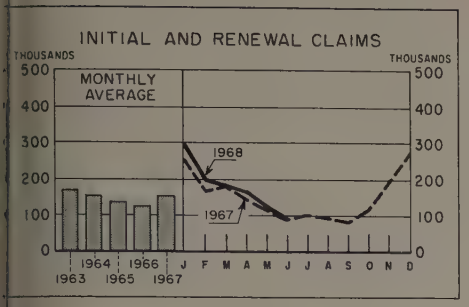
Ontario recorded a substantial increase in employment, 24,000, during the month. Employment changes in the other regions were not significant.

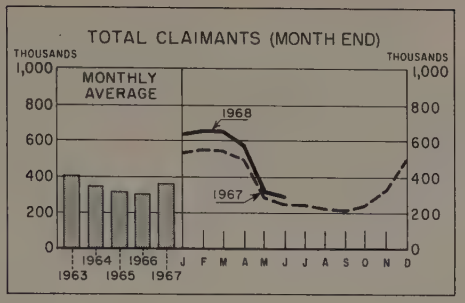
The year-over-year gain in employment was greatest in British Columbia, 3.7 per cent, followed by the Prairies, 2.8 per cent, and Ontario, 2.7 per cent. The Atlantic region showed virtually no change, but a 1.5-per-cent decrease was recorded in Quebec.

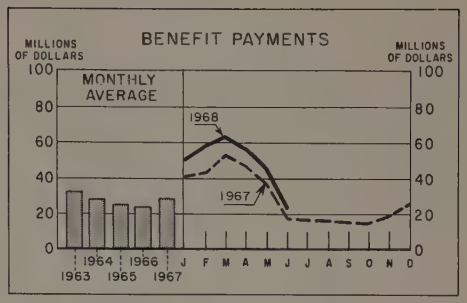
Unemployment

Unemployment declined by 52,000 to 319,000 between July and August, but was 72,000 higher than in August 1967. Of the total unemployed in August, 32 per cent had been unemployed for less than one month. Of the remainder, 41 per cent had been unemployed for one to three months, and 27 per cent for four months or more.

Unemployment Insurance Report — June







Claimants for unemployment insurance benefit at the end of June 1968 totalled 291,000, a decline of 9 per cent from the 321,000 recorded on May 31, but an increase of 20 per cent more than the 243,000 on June 30, 1967.

The decrease from the May 31 total was mostly among males, whose numbers fell by 14 per cent. Males accounted for 60 per cent of the total at the end of June, 66 per cent at the end of May, and 75 per cent, on the average, during the winter months. This decrease in the proportion of male claimants is associated with increased seasonal activity in industries in which the majority of employees are men.

Of the claimants reporting on June 28, 36 per cent had been on claim for one to four weeks. This proportion was 31 per cent for May 31, and 38 per cent for June 30, 1967.

Initial and Renewal Claims

A total of 93,000 initial and renewal claims for benefit were filed in local offices across Canada during June, compared with 124,000 in May and 89,000 last year. Nearly 90 per cent of the June claims were received from persons separated from employment during the month, compared with 73 per cent in May. This proportion remained virtually unchanged from June 1967.

Beneficiaries and Benefit Payments

The average weekly estimate of beneficiaries was 229,000 for June, 395,000 for May and 182,000 for June 1967. Benefit payments amounted to $23.4 million during June, compared with $46.3 million in May and $17.8 million in June 1967.

A claimant's unemployment register is placed in the active file at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process. "Claimants" should not be interpreted either as "total number of beneficiaries" or "total registered clients."

Unemployment Insurance
and Manpower Section
Dominion Bureau of Statistics

The average weekly payment was $25.57 for June, $26.01 for May and $24.56 for June 1967.

Provincial Data

The decrease in the number of month-end claimants was general across Canada between May and June. The Atlantic and Prairie Provinces had higher rates of decrease than the national rate of 9 per cent, which varied from 23 per cent in Newfoundland and Alberta to 13 per cent in Prince Edward Island and Manitoba. A small increase in the number of females was recorded in Saskatchewan. Ontario, with the lowest rate of decline from May 31, was the only province to record a slight increment for the same period last year.

Compared with the end of June 1967, all provinces except Newfoundland shared in the yearly increase in the monthend claimant count. Proportionately large increases occurred among males in Manitoba and Saskatchewan. With the exception of Prince Edward Island, each of the Atlantic Provinces reported fewer male claimants this year.

All provinces shared in the monthly decrease in the number of claims filed. Newfoundland and New Brunswick ranked highest in the percentage decrease. Compared with the number of claims filed a year ago, increases occurred in all provinces except Nova Scotia, New Brunswick and Ontario. Although numerically small, the highest rate of increase over the past year occurred in Saskatchewan.

Summary Table

Activity	*June 1968*	*May 1968*	*June 1967*	*Cumulative data 1968: January to June*	*Cumulative data 1968: 12 months ending June*
		(in thousands)			
Insured population as at monthend	—	4,716	4,751	—	—
Initial and renewal claims filed					
Total	93	124	89	1,059†	1,916
Initial	66	92	63	802†	1,413
Renewal	27	32	26	258†	503
Claimants currently reporting to local offices	291	321	243	523*	409*
Beneficiaries (weekly average)	229	395	182	439*	307*
Weeks compensated	915	1,779	726	11,356	15,834
Benefit paid	$23,401	$46,278	$17,837	$300,041	$412,365
Average weekly benefit	$ 25.57	$ 26.01	$ 24.56	$ 26.42	$ 26.04

*Monthly average.

†Discrepancy between totals and subtotals is due to rounding.

Decisions of the Umpire Under the Unemployment Insurance Act

A woman claimant filed an initial application for benefit, and was registered for work as a biller-clerk, general office. She stated that she was last employed as a biller for a department store in Toronto for more than two years at a salary of $1.62½ an hour plus bonus.

On her application form, the claimant said that she quit of her own accord. "I was hired as regular part time. Since August 1966, we worked only full time due to a new system, which eliminated my job. This caused a domestic problem, as I have two children and desire only steady part-time work, which in the fall, I can get at the [department store] for 20 hours a week as contingent help." The claimant added that she was able and ready to work immediately, but that she could not accept full-time work. She explained, "I desire part-time work (20-hour week) at the rate I was receiving."

In a telephone conversation with an insurance officer, the claimant said that she was hired as a regular part-time worker in September 1963, and worked approximately 20 hours a week until July 1966, occasionally working a 40-hour week when needed. In August 1966, because of a change in the system, she began to work full time. Domestic responsibilities caused her to quit the job in June 1967. She wanted part-time work only, she said.

The Canada Manpower Centre advised the local office that the opportunities for work as outlined by the claimant were poor, and that the going rate in that district was $50 to $60 a week to start.

The insurance officer then notified the claimant that she was disqualified from receiving benefit under a section of the Unemployment Insurance Act, because she was limiting herself to accepting part-time work only, after working full time.

The board of referees for the Unemployment Insurance Commission heard the case in Toronto. In a report to the board, the insurance officer explained that, after having had an employment history of nine months work at full time, the claimant had restricted herself to part-time employment during the mornings or afternoons. He said that, because opportunities for such hours were poor, it was considered that the claimant had failed to prove availability for work. There were no special circumstances involved, he added, such as the claimant's being the breadwinner.

In her appeal to the board of referees, the claimant said: "I cannot understand why you have classed me as a full-time worker, for at no time have I been so or do I wish to work full time. I desire steady part-time work only, as this is my only reason I left [the department store] and if I wanted full-time work I could not work for a better company than [the store], and I would not have left such a firm."

"How does one explain that when women work as a team as we did that, when told they need you to work extra hours for a short time till the many problems of a new system are ironed out, you feel you must at least try.

"You see, everyone was in the same boat, regular part-time, full-time and supervisory staff included, the latter themselves working as many as 60 hours a week. It was very hard on the nerves and many part-time girls had to give up and leave as I myself had to do, due to the fact that my job is now eliminated. New positions would still mean many months of extra hours [of work] for part-time girls to be trained.

"I started working part time and will continue to do so, as I feel this way I can give my best to my employer and still be a full-time home-maker. If you desire further information, I am sure my supervisor could answer all questions, although last week at the local office, I was told you are not interested in the company's views on ex-employees."

By a majority decision, the board members decided to maintain the decision of the insurance officer, and they dismissed the appeal.

The majority of the board gave very careful deliberation to the problem, but inasmuch as the claimant had left full-time employment voluntarily, and because of her home responsibilities, she could not be considered as available for work, within the meaning of the Act.

One member of the board dissented. His report noted that: "The claimant has established a pattern of part-time work over a period of two years or more. In the evidence presented by the claimant, she stated that, upon occasion, when asked to do so by the employer, she did extend her hours of work, but that this was merely a courtesy granted to her employer.

The claimant next appealed to the Umpire of the Unemployment Insurance Commission. In her appeal, she said: "I didn't break my contract with [the store]. They broke theirs with me by depending on me as an experienced worker to use my abilities to help during a complicated change-over in the mail-order building. I have had only one employer in the last 4 years not 5 or 6. I consider myself a steady and reliable person. Also, the fact that automation has eliminated by position seems to be forgotten."

The Umpire remarked that the claimant's desire to be both a good homemaker and a wage earner through part-time employment might well be commendable in her circumstances, but it was not the only or decisive consideration. Her desire and employment history and the reasons for her unemployment were considered by the board of referees.

On the evidence before him, the Umpire was unable to find that there was a manifest error in the decision of the majority of the board of referees. He agreed with their decision, and saw no valid reason to rescind or change it. The claimant's appeal was therefore dismissed.

Insurance Registrations And Other UIC Statistics

On June 30, insurance books or contribution cards had been issued to 4,382,489 employees who had made contributions to the Unemployment Insurance Fund since April 1, 1968.

On the same date, registered employers numbered 394,023, an increase of 393 since May 31.

During June, there were 11,657 investigations conducted by enforcement officers across Canada. Of these, 9,517 were spot checks of claims to verify the fulfilment of statutory conditions, and 570 were miscellaneous investigations. The remaining 1,570 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were commenced in 191 cases, 10 against employers and 179 against claimants.* This does not include employer prosecutions commenced by the Revenue Branch.

Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 414.*

Revenue received by the Unemployment Insurance Fund in June totalled $36,345,754.99 compared with $33,586,229.54 in May and $36,315,879.86 in June 1967.

Benefits paid in June totalled $23,400,578.10 compared with $14,055,964.00 in May and $17,837,292.04 in June 1967.

The balance in the Fund on June 30 was $279,111,028.85 compared with $266,165,851.96 on May 31 and $258,201,591.00 on June 30, 1967.

*These do not necessarily relate to the investigations conducted during this period.

Publications Received In the Department Of Labour Library

List No. 236

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Applicants must apply through the library of their organization. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the Labour Gazette.

Annual Reports

1. ALBERTA. WORKMEN'S COMPENSATION BOARD. *Fiftieth Annual Report for the Year ended December 31, 1967.* Edmonton, 1968. Pp. 39.

2. BRITISH COLUMBIA. WORKMEN'S COMPENSATION BOARD. *Fifty-first Annual Report, Year ended December 31, 1967.* Victoria, Queen's Printer, 1968. Pp. 45.

3. GREAT BRITAIN. RACE RELATIONS BOARD. *Report for 1967/68.* London, HMSO, 1968. Pp. 61, [1].

4. NOVA SCOTIA. DEPARTMENT OF LABOUR. *Labour Organization in Nova Scotia, 1967.* Halifax, 1968. Pp. 22.

5. NOVA SCOTIA. DEPARTMENT OF LABOUR ECONOMICS AND RESEARCH DIVISION. *Working Conditions in Nova Scotia, 1967.* Halifax, 1968. Pp. 33.

6. ONTARIO. DEPARTMENT OF TRADE AND DEVELOPMENT. INFORMATION SERVICES. *Ontario Industrial Review, 1967.* Toronto, 1968. Pp. 56.

7. SCIENCE COUNCIL OF CANADA. *Second Annual Report, 1967-68.* Ottawa, Queen's Printer, 1968. Pp. 15.
Report year ends March 31st.

CONSEIL DES SCIENCES DU CANADA. *Deuxième rapport annuel, 1967-1968.* Ottawa, Imprimeur de la Reine, 1968. Pp. 17.

Collective Agreements

8. CANADA. DEPARTMENT OF LABOUR. COLLECTIVE BARGAINING DIVISION. *Provisions in Collective Agreements covering Office Employees in Canadian Manufacturing Industries, 1967.* Ottawa, 1967. Pp. 45.
Information is presented in the form of statistical tables on selected provisions covering office workers, the agreements being those in force at December 31, 1964. Information is given about union security, seniority, paid vacations and paid holidays, grievances and arbitration, premium pay for time worked, and other matters.

9. GREAT BRITAIN. NATIONAL BOARD FOR PRICES AND INCOMES. *Agreement made between Certain Engineering Firms and the Draughtsmen's and Allied Technicians' Association.* London, HMSO, 1968. Pp. [20].
Its Report no. 68.

10. GREAT BRITAIN. NATIONAL BOARD FOR PRICES AND INCOMES. *Productivity Agreements.* London, HMSO, 1967. Pp. 77.
Its Report no. 36.

Commerce

11. ONTARIO. DEPARTMENT OF ECONOMICS AND DEVELOPMENT. TRADE AND INDUSTRY BRANCH. RESEARCH SECTION. *Statistics for Profit: World Markets for Ontario Products; U.S. Imports and Canadian Export Opportunities; U.K. Imports and Canadian Export Opportunities; Fabrication Gaps in Canadian Industry.* Toronto, 1968. Pp. 90.

12. U.S. CONGRESS. HOUSE. COMMITTEE ON EDUCATION AND LABOR. *Establishing Procedures to relieve Domestic Industries and Workers injured by Increased Imports from Low-Wage Areas; Report together with Supplemental and Separate Views to accompany H.R. 478.* Washington GPO, 1967. Pp. 121.

Economic Conditions

13. DENISON, EDWARD FULTON. *Why Growth Rates differ; Postwar Experience in Nine Western Countries* [by] Edward F. Denison, assisted by Jean-Pierre Poullier. Washington, Brookings Institution, 1967. Pp. xxi, 494.
"An attempt to measure the sources of growth in the United States and in each of eight European countries during the period from 1950 to 1962 and two subperiods provides the main unifying theme of the present study."

14. RUGGLES, RICHARD. *National Income Accounts and Income Analysis* [by] Richard Ruggles [and] Nancy D. Ruggles. 2d ed. New York, McGraw-Hill, 1956. Pp. 452.

Employment Management

15. GLASSEY. WILLIAM CHARLES. *The Theory and Practice of Time Study, with Decorations by Michael ffolkes.* London, Business Publications, 1966. Pp. [9] 166.
The author had many years of experience with time study in industry. He explains the purpose, scope and application of time study methods in industry.

16. GREAT BRITAIN. NATIONAL BOARD FOR PRICES AND INCOMES. *Payment by Results Systems.* London, HMSO, 1968. Pp. 85.
Its Report no. 65.

17. RHEE, H. A. *Office Automation in Social Perspective; the Progress and Social Implications of Electronic Data Processing.* Oxford [Eng.] B. Blackwell [c1968]. Pp. xxi, 242.
"This study grew out of a thesis in the University of Oxford."
Partial contents: Data processing in historical and sociological perspective. Impact of automation on the structure and dynamics of the office. Impact of office automation on the individual: work, functions, role and status. Automation and employment. Office automation and the future of work.

European Communities

18. COOMBES, DAVID. *Towards a European Civil Service.* London [Royal Institute of International Affairs; Political and Economic Planning] 1968. Pp. [64].
Chatham House/P.E.P. European series, no. 7.
This study examines the role of the officials of the European Communities (European Economic Community, European Atomic Energy Community, and the European Coal and Steel Community) to see how these officials are selected and

appointed and how their careers with the Communities are organized and managed. This paper deals mainly with the experience of the European Economic Community prior to the merger of EEC, Euratom and ECSC on July 1st, 1967.

19. DENIAU, JEAN FRANCOIS. *The Common Market* [by] J. F. Deniau; [English translation from the French by Graham Heath. 4th revised ed.] London, Barrie & Rockliff, 1967. Pp. vi, 170.

Translation of Le Marché commun.

The author has been closely associated with the Commission of the European Economic Community since 1958. He has written an authoritative history of the European Economic Community.

Industrial Relations

20. GREAT BRITAIN. COURT OF INQUIRY INTO THE DISPUTE BETWEEN THE BRITISH OVERSEAS AIRWAYS CORPORATION AND THE BRITISH AIR LINE PILOTS ASSOCIATION. *Report.* London, HMSO, 1968. Pp. 44, [1].

At head of title: Industrial Courts Act, 1919.

Lord Pearson, chairman.

The Court of Inquiry considered (1) a dispute between the British Overseas Airways Corporation and some of its employees who are members of the British Air Line Pilots Association; (2) the machinery of negotiation of the civil air transport industry, that is, matters involving the National Joint Council for Civil Air Transport; and, (3) the dissatisfaction of the British Air Line Pilots Association with its association with the National Joint Council for Civil Air Transport.

21. INTERNATIONAL LABOUR OFFICE. *Report to the Government of India on Labour-Management Relations and Some Aspects of Wages Policy.* Geneva, 1960. Pp. ii, 104.

At head of title: International Labour Organization.

22. TECHNICAL MEETING CONCERNING CERTAIN ASPECTS OF INDUSTRIAL RELATIONS INSIDE UNDERTAKINGS, GENEVA, 1959. *Status and Duties of Workers' Representatives; Documents of a Technical Meeting.* Geneva, International Labour Office, 1960. Pp. ii, 145.

At head of title: International Labour Organization.

The second of four items on the agenda.

23. TRANSPORT AND GENERAL WORKERS' UNION *Shop Stewards' Handbook.* London, 1967. Pp. 103.

Labour Mobility

24. ORGANIZATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT. *Urban Worker Mobility*, by Laurence C. Hunter and Graham L. Reid. Paris, 1968. Pp. 215.

Title in French: *La mobilité des travailleurs urbains.*

This report "provides information on the numbers and direction of urban workers moving to new jobs in terms of occupation, industry and geographical location."

ORGANISATION DE CO-OPERATION ET DE DEVELOPPEMENT ECONOMIQUES. *La mobilité des travailleurs urbains*, par Laurence C. Hunter et Graham L. Reid. Paris, 1968. Pp. 239.

25. U.S. OFFICE OF MANPOWER, AUTOMATION AND TRAINING. *Mobility and Worker Adaptation to Economic Change in the United States.* Rev. ed. Washington, GPO, 1963. Pp. 77.

Labour Organization

26. BROWN, ERNEST HENRY PHELPS. *The Trade Union and the Common Weal; the Second Annual Lecture under the 'Thank-Offering to Britain Fund'* by Henry Phelps Brown, 7 June 1967. London, Published for the British Academy by the Oxford University Press, 1967. Pp. 14.

The author discusses wage policies of trade unions with special reference to the situation in Great Britain.

27. TRADES UNION CONGRESS. *The History of the T.U.C. 1868-1968, a Pictorial Survey of a Social Revolution.* London, 1968. Pp. 159.

Labouring Classes

28. CANADA. DEPARTMENT OF LABOUR. ACCIDENT PREVENTION AND COMPENSATION BRANCH. *You and Workmen's Compensation.* Ottawa, 1968. 1 folder.

29. GREAT BRITAIN. NATIONAL ECONOMIC DEVELOPMENT OFFICE. *Costing your Labour Turnover.* London, HMSO, 1968. Pp. 20.

Prepared for Economic Development Committee for the Rubber Industry.

Contents: Analysis of costs. Wages cost of learning. Production time lost and the cost of regaining it. Lost opportunity cost. Spoilage costs. Other costs of labour turnover. Summary of costs. Cost per leaver and cost per employee.

30. GREAT BRITAIN. NATIONAL INSURANCE ADVISORY COMMITTEE. *Report in Accordance with Section 88(3) of the National Insurance Act 1965 on the Question of the Conditions for Unemployment Benefit and Contribution Credits for Occupational Pensioners.* London, HMSO, 1968. Pp. [37].

At head of title: National Insurance Act, 1965.

The Committee was asked to consider whether a person receiving a pension from his former employer could also claim unemployment insurance, or whether there should be conditions laid down.

32. INTERNATIONAL LABOUR OFFICE. *Fighting Discrimination in Employment and Occupation.* Geneva, 1968. Pp. 208.

Workers' education manual [no. 8].

This manual deals with all aspects of discrimination in employment. It is intended to be used mainly as a basis for group discussion.

BUREAU INTERNATIONAL DU TRAVAIL. *La lutte contre la discrimination dans le travail.* Genève, 1968. Pp. 218.

Cours d'éducation ouvrière [no. 8].

32. ORGANIZATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT. *Part-Time Employment, its Extent and its Problems*, by Jean Hallaire. Paris, 1968. Pp. 108.

Part-time employment "relates particularly to women with family responsibilities, older workers, the physicially, emotionally or mentally handicapped, and students." This report analyzes experiences in eight countries.

33. SWEDEN. LABOUR MARKET BOARD. *Modern Swedish Labour Market Policy; Government Report, Parliamentary Resolution, Labour Market Ordinance.* Stockholm, 1966. Pp. [120].

Contains a summary of a Government Committee report on labour market policy released in 1965, comments from public authorities and organizations on the findings and recommendations of the Committee, and an account of the Bill passed by the Swedish Parliament laying down the principles of labour market to be followed in the immediate future.

34. U.S. CONGRESS. HOUSE. COMMITTEE ON EDUCATION AND LABOR. SELECT SUBCOMMITTEE ON LABOR. *Annual Vacations and Vacation Laws: Recent Developments in the United States and Abroad; a report prepared for the Select Subcommittee on Labor, Committee on Education and Labor, House of Representatives, Ninetieth Congress, First Session.* Washington, GPO, 1967. Pp. 34.

Report prepared by R. E. L. Knight and James R. Wason. At head of title: Committee print.

An examination of the current status of paid vacations in the United States and in sixteen other countries.

Poverty

35. GREEN, CHRISTOPHER. *Negative Taxes and the Poverty Problem; a Background Paper prepared for a Conference of Experts held June 8-9, 1966, together with a Summary of the Conference Discussion.* Washington, Brookings Institution, 1967. Pp. xiv, 210.

"This book explores major proposals for use of tax allowances to narrow the poverty gap; compares them to each other and to present programs; analyzes costs for programs with different tax rates, breakeven levels of income, and family sizes; describes alternative methods of administering and financing the plans; and evaluates the effects of minimum income guarantees on incentives to work and on the birth rate."

36. U.S. CHILDREN'S BUREAU. *About the Poor, Some Facts and Some Fictions.* Washington, GPO, 1968. Pp. 85.

Contains four articles about the problems of the poor.

Prices

37. GREAT BRITAIN. NATIONAL BOARD FOR PRICES AND INCOMES. *Costs and Revenue of National Daily Newspapers.* London, HMSO, 1967. Pp. [25].

Its Report no. 43.

38. GREAT BRITAIN. NATIONAL BOARD FOR PRICES AND INCOMES. *Proposed Increases by British Railways Board in Certain Country-Wide Fares and Charges.* London, HMSO, 1968. Pp. 34.

Its Report no. 72.

Science

39. GREAT BRITAIN. COUNCIL FOR SCIENTIFIC POLICY. *Report on Science Policy.* London, HMSO, 1966. Pp. vi, 27.

40. U.S. NATIONAL SCIENCE FOUNDATION. *American Science Manpower, 1966; a Report of the National Register of Scientific and Technical Personnel.* Washington GPO, 1968. Pp. 221.

Social Security

41. GREAT BRITAIN. GOVERNMENT ACTUARY. *Public Expenditure and Receipts Bill, 1968; Report on the Financial Provisions of the Clauses of the Bill relating to National Insurance.* London, HMSO, 1968. Pp. [9].

The Public Expenditure and Receipts Bill of 1968 "provides for increases in the weekly flat-rate contributions to the National Insurance scheme to take effect from a date to be appointed by the Minister [of Social Security]." This report proposes increases in the contributions so as not to exhaust the National Insurance Fund.

42. GREAT BRITAIN. NATIONAL INSURANCE ADVISORY COMMITTEE. *Report of the National Insurance Advisory Committee in Accordance with Section 88(3) of the National Insurance Act, 1965, on the Question of the Time Limits for Obtaining Payment of Benefit.* London, HMSO, 1968. Pp. 13, [1].

At head of title: National Insurance Act, 1965.

Taxation

43. CANADIAN TAX FOUNDATION. *Comparing Provincial Revenue Yields; the Tax Indicator Approach*, by James H. Lynn. Toronto, 1968. Pp. 80.

"This study . . . was originally submitted in the form of a thesis to Queen's University in the spring of 1967 as part of the requirements for a Master of Arts degree in Economics."

"The purpose of this study is to examine a method of measuring comparable provincial revenue yields which could be used as the basis for a fiscal capacity adjustment formula in Canada."

44. DEUTSCH, ANTAL. *Income Redistribution through Canadian Federal Family Allowances and Old Age Benefits.* Toronto, Canadian Tax Foundation, 1968. Pp. 133.

Queen's University Papers in Taxation and Public Finance, no. 4.

"This study is an investigation of the magnitude and direction of income redistribution arising out of the operations of the Family Allowances Act . . . the Old Age Security Act . . . and the federal government's share of the old age assistance program in 1961."

Wages and Hours

45. GREAT BRITAIN. NATIONAL BOARD FOR PRICES AND INCOMES. *Pay and Conditions of Merchant Navy Officers.* London, HMSO, 1967. Pp. 22.

Its Report no. 35.

46. GREAT BRITAIN. NATIONAL BOARD FOR PRICES AND INCOMES. *Pay and Conditions of Service of Staff Workers in the Engineering Industry.* (*Statistical Supplement*). London, HMSO, 1968. Pp. 71, [1].

Its Report No. 49 (Supplement).

47. GREAT BRITAIN. NATIONAL BOARD FOR PRICES AND INCOMES. *Pay of Nurses and Midwives in the National Health Service.* London, HMSO, 1968. Pp. [91].

Its Report no. 60.

48. GREGORY, PETER. *Industrial Wages in Chile.* Ithaca, N.Y., New York State School of Industrial and Labor Relations, Cornell University, 1967. Pp. 113.

The author undertook the research for this volume while he was a visiting associate professor at the University of Chile under the Cornell University-University of Chile Program in Industrial Relations.

Miscellaneous

49. FITZPATRICK, MICHAEL PATRICK. *History of the National U.I.C. Association.* [Ottawa?] Economic Security Employees' National Association [1967]. Pp. 109.

The National Unemployment Insurance Commission Association (November 23, 1943 to December 31, 1966) was the predecessor of the Economic Security Employees' National Association.

Mr. Fitzpatrick was the first Secretary-Treasurer, and later the Executive Secretary, of the Association from its inception until November 1, 1963.

50. HUDSON, GEOFFREY FRANCIS. *Fifty Years of Communism, Theory and Practice, 1917-1967.* London, C. A. Watts, 1968. Pp. 234.

The author is an authority in Far Eastern Studies at St. Antony's College, Oxford University. "This book aims at a review of the development of Communism, both in theory and practice, since the Bolshevik capture of power in Russia in 1917, with a preliminary account of the origins of Marxism and its introduction into Russia from its homeland in Western Europe."

51. KINGSTON, ONT. QUEEN'S UNIVERSITY. COMMERCE CLUB. *The Commerceman, 1968. Feature: Canadian Investment Environment.* Kingston, 1968. Pp. 56.

Partial contents: Approaches to foreign ownership, by A.

F. Safarian. A progress report on Carter [the report of the Carter Royal Commission on Taxation]. FAST [Financial Analyst Terminal Service] brings together the analyst and the computer, by Murray Downing. Some thoughts on the Stock Market, by Iain E. Fraser.

52. INTERNATIONAL LABOUR OFFICE. *Fourth Special Report of the Director-General on the Application of the Declaration concerning the Policy of "Apartheid" of the Republic of South Africa.* Geneva, 1968. Pp. 39.

At head of title: International Labour Conference. Fifty-second session, Geneva, 1968.

53. PHILLIPSON, MICHAEL. *Making Fuller Use of Survey Data.* London, PEP, 1968. Pp. 79.

Discusses some technical and policy problems involved in setting up an archive to keep survey data after it has been collected.

54. U.S. BUREAU OF LABOR STANDARDS. *Controlling Chemical Hazards.* Washington, GPO, 1968. Pp. 33.

55. U.S. WOMEN'S BUREAU. *Negro Women . . . in the Population and in the Labor Force.* Washington, GPO, 1968. Pp. 41.

Wage Schedules Prepared In July

During July, the Department of Labour prepared 247 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada for works of construction, remodelling, repair or demolition, and certain services.

In the same period, 273 contracts in these categories were awarded. In addition, 273 contracts containing the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation and the Departments of Defence Production, Fisheries, Post Office and Public Works.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned, or to others who have a bona fide interest in the execution of the contract.

Contracts awarded in July for the manufacture of supplies and equipment were:

Department	*No. of Contracts*	*Aggregate Amount*
Defence Production	59	$235,489.00
Post Office	6	54,165.63
R.C.M.P.	4	27,176.40

During July, the sum of $2,148.90 was collected from eight contractors for wage arrears owing their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 65 workers concerned.

Air traffic controllers accept new contract

A strike that would have disrupted all air traffic, not only across Canada but across the North Atlantic, was averted when Canada's 1,000 air traffic controllers agreed to a two-year contract on Aug. 30.

Bargaining between the executive members of the Canadian Air Traffic Controllers' Association and the Treasury Board reached an impasse on June 28, and the controllers requested a conciliation board. The request was granted, and the board, headed by Dean A. W. R. Carrothers of the University of Western Ontario, met for the first time on August 13. A Toronto lawyer, R. V. Hicks, represented the Treasury Board, and Arthur Gibbons, of Ottawa, Executive Secretary of the Canadian Railway Labour Executives' Association, represented the union.

Through the efforts of the conciliation board, Government and union negotiators agreed upon a two-year contract, ending June 30, 1969, that provides a 15-per-cent wage increase—8 per cent retroactive to July 1, 1967 and the remaining 7 per cent retroactive to July 1, 1968.

The maximum annual salary scale for controllers at the starting level has been increased to $7,304 from $6,320. The rate for the most senior level will be raised to $16,276 from $14,084.

The retroactive feature represents a payment of about $1,460 for those at the top levels, and $660 for those at the maximum starting level. The wage settlement stayed within Government guidelines for holding increases for federal workers to a maximum 7.5 per cent in each year of a contract.

Other provisions included a limit of 10 on the number of consecutive days a controller may be worked without a rest. Provision is made also for training prior to the introduction of new equipment and procedures.

Although the agreement did not meet all the union's wishes, spokesmen described it as "a good step in the right direction."

U.S. Steelworkers Approve "Biggest Contract ever Won"

The biggest contract ever won by the United Steelworkers of America in the union's 31-year history was approved in Pittsburgh, Pa., on July 30.

The new three-year contract covering about 400,000 union men employed in basic steel, was estimated at 90 cents an hour in wages and fringe benefits, with 44 cents in "hard money" for the paycheques —20 cents in the first year, 12 in the second and 12 in the third.

The agreement called for:

- payment by the company of 10 cents a man into an incentive pay fund;
- an increase in shift differentials from 8 to 12 cents for night work, and from 12 to 15 cents for overnight work;
- an insurance increase of $1,000;
- a pension increase, for each year of service, from $5 to $6.50 a month;
- a $10-a-month increase for those already on pension; and
- a lowering of the accumulative years of service and age required before eligibility for a pension, from 75 to 70.

I. W. Abel, President of the USW, said that the offer from the steel producers was "the largest pay and benefit package in the history of the steel union."

Ontario Bill Sets Up An Economic Council

The Ontario legislature passed a bill on May 17, 1968, to establish the Ontario Economic Council as a body to advise and make recommendations to the Government. Known as the Ontario Economic Council Act, 1968, it will bring economic research in Ontario in closer co-ordination with that of the Economic Council of Canada.

The OEC, an independent group of about 10 economists, will meet five times a year. The chairman will hold office for not more than five years, and the members, not to exceed 21, will be appointed for one to three years.

STATISTICS SECTION

Current Labour Statistics

Principal Items	Date	Amount	Percentage Change From Previous Month	Percentage Change From Previous Year
		(in thousands)		
TOTAL CIVILIAN LABOUR FORCE*	August 24	8,284	− 0.5	+ 2.3
Employed	August 24	7,965	+ 0.2	+ 1.4
Agriculture	August 24	653	− 0.5	− 7.4
Non-agriculture	August 24	7,312	+ 0.2	+ 2.3
Paid workers	August 24	6,851	+ 0.4	+ 2.9
At work 35 hours or more	August 24	6,064	+ 4.7	− 0.3
At work less than 35 hours	August 24	921	− 2.5	+ 6.7
Employed but not at work	August 24	980	−19.3	+ 8.0
Unemployed	August 24	319	−14.0	+29.1
Atlantic	August 24	35	− 5.4	+34.6
Quebec	August 24	124	− 4.6	+44.2
Ontario	August 24	89	−25.8	+ 3.5
Prairie	August 24	31	−24.4	+63.2
Pacific	August 24	40	− 7.0	+33.3
Without work and seeking work	August 24	300	−14.5	+31.6
On temporary layoff up to 30 days	August 24	19	− 5.0	0.0
INDUSTRIAL EMPLOYMENT (1961 = 100)	May	122.5	+ 2.7	+ 0.2
Manufacturing employment (1961 = 100)	May	122.1	+ 1.6	− 0.7
IMMIGRATION	1st 6 months	85,339	—	−21.7
Destined to the labour force	1st 6 months	44,907	—	−25.3
STRIKES AND LOCKOUTS				
Strikes and lockouts	August	146	+ 6.6	+46.0
No. of workers involved	August	59,956	− 3.4	+96.4
Duration in man days	August	635,340	−26.8	+52.8
EARNINGS AND INCOME				
Average weekly wages and salaries (ind. comp.)	May	$109.35	+ 0.3	+ 7.0
Average hourly earnings (mfg.)	May	$2.57	+ 0.4	+ 8.0
Average hours worked per week (mfg.)	May	40.6	− 0.3	+ 0.7
Average weekly wages (mfg.)	May	$104.42	+ 0.1	+ 8.7
Consumer price index (1949 = 100)	August	156.0	+ 0.3	+ 3.4
Index numbers of weekly wages in 1961 dollars (1961 = 100)	May	117.1	− 0.3	+ 4.6
Total labour income (thousands of dollars)	June	2,972	+ 2.2	+ 7.2
INDUSTRIAL PRODUCTION				
Total (average 1949 = 100)	June	165.6	+ 2.3	+ 6.2
Manufacturing	June	167.8	+ 3.2	+ 6.2
Durables	June	187.9	+ 1.3	+ 6.6
Non-durables	June	151.4	+ 5.1	+ 5.9
NEW RESIDENTIAL CONSTRUCTION†				
Starts	July	15,317	−15.8	+ 2.4
Completions	July	11,053	+23.5	+19.7
Under construction	July	95,399	+ 4.4	+20.7

*Estimates of the labour force, the employed and the unemployed, are from *The Labour Force*, (DBS Cat. No. 71-001), a monthly publication of the Dominion Bureau of Statistics which also contains additional details of the characteristics of the labour force, together with definitions and explanatory notes.

†Centres of 10,000 population or more.

Tables

A-1 to A-3—Labour Force

B-1—Labour Income

C-1 to C-7—Employment, Hours and Earnings

D-1 to D-4—Manpower Division

E-1 to E-4—Unemployment Insurance

F-1 and F-2—Prices

G-1 to G-4—Strikes and Lockouts

H—Employment Fatalities

A—Labour Force

TABLE A-1—Regional Distribution, Week Ended August 24, 1968

	Canada	*Atlantic*	*Quebec*	*Ontario*	*Prairies*	*British Columbia*
			(in thousands)			
THE LABOUR FORCE	8,284	682	2,327	3,070	1,377	828
Men	5,741	485	1,645	2,077	969	565
Women	2,543	197	682	993	408	263
14-19 years	1,100	100	308	381	203	108
20-24 years	1,248	127	398	415	201	107
25-44 years	3,349	241	964	1,278	518	348
45-64 years	2,362	195	603	905	415	244
65 years and over	225	19	54	91	40	21
EMPLOYED	7,965	647	2,203	2,981	1,346	788
Men	5,515	455	1,553	2,021	948	538
Women	2,450	192	650	960	398	250
Agriculture	653	29	156	178	260	30
Non-agriculture	7,312	618	2,047	2,803	1,086	758
Paid workers	6,851	565	1,912	2,646	1,029	699
Men	4,610	389	1,321	1,759	673	468
Women	2,241	176	591	887	356	231
UNEMPLOYED	319	35	124	89	31	40
Men	226	30	92	56	21	27
Women	93	*	32	33	10	13
PERSONS NOT IN LABOUR FORCE	6,032	656	1,792	2,032	952	600
Men	1,355	178	387	440	206	144
Women	4,677	478	1,405	1,592	746	456

*Less than 10,000. SOURCE: Labour Force Survey, DBS.

TABLE A-2—Age, Sex and Marital Status, Week Ended August 24, 1968

	Total	14-19 Years All Persons	20-64 years Men Married	20-64 years Men Other	20-64 years Women Married	20-64 years Women Other	65 Years and Over All Persons
			(in thousands)				
POPULATION 14 YEARS OF AGE AND OVER*	14,316	2,374	4,067	1,122	4,178	1,067	1,508
LABOUR FORCE	8,284	1,100	3,924	992	1,296	747	225
Employed	7,965	1,011	3,821	927	1,267	720	219
Unemployed	319	89	103	65	29	27	**
NOT IN LABOUR FORCE	6,032	1,274	143	130	2,882	320	1,283
PARTICIPATION RATE†							
1968—Aug. 24	57.9	46.3	96.5	88.4	31.0	70.0	14.9
July 20	58.3	49.6	96.3	88.8	30.7	70.0	14.8
UNEMPLOYMENT RATE‡							
1968—Aug. 24	3.9	8.1	2.6	6.6	2.2	3.6	**
July 20	4.5	12.2	2.6	7.1	1.9	3.4	**

*Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.
†The labour force as a percentage of the population 14 years of age and over.
‡The unemployed as a percentage of the labour force.
SOURCE: Labour Force Survey, DBS.

TABLE A-3—Unemployed, Week Ended August 24, 1968

	August 1968	July 1968	August 1967
		(in thousands)	
TOTAL UNEMPLOYED	319	371	247
On temporary layoff up to 30 days	19	20	19
Without work and seeking work	300	351	228
Seeking			
Full-time work	275	312	210
Part-time work	25	39	18
Under 1 month	82	103	76
1-3 months	131	147	98
4-6 months	38	45	25
More than 6 months	49	56	29

SOURCE: Labour Force Survey, DBS.

B—Labour Income

TABLE B-1—Estimates of Labour Income, by Industry

Year and Month	Mining	Manufacturing	Transportation, Storage and Communication†	Forestry	Construction	Public Utilities	Trade	Finance, Services (including Government)	Supplementary Labour Income	Totals‡
					Monthly Totals					
					(millions of dollars)					
1966—Total	737	8,090	2,513	410	2,448	486	4,125	9,056	1,536	29,661
1967—Total	813	8,581	2,815	431	2,546	562	4,527	10,198	1,648	32,385
1967—June	69.8	722.7	241.7	37.3	223.4	46.0	382.5	874.8	144.8	2,770.7
July	69.4	719.1	246.2	39.5	234.5	48.3	379.2	839.1	145.9	2,755.1
August	70.0	733.4	245.4	38.8	240.7	49.8	377.9	849.9	144.9	2,785.4
September	68.7	739.8	243.2	43.5	238.1	50.1	385.8	890.3	139.7	2,828.8
October	68.9	732.9	241.6	42.6	234.9	49.9	388.6	886.2	140.5	2,809.7
November	69.4	733.7	240.7	41.3	221.1	50.4	398.3	884.6	134.5	2,792.4
December	69.3	718.1	230.8	30.6	177.6	49.9	404.8	885.3	126.0	2,708.8
1968—January	70.8	722.2	243.3	29.3	181.2	49.9	386.9	888.2	134.9	2,720.2
February	71.3	715.5	236.1	30.9	180.1	50.6	386.7	901.6	142.8	2,729.3
March	72.2	721.2	236.9	28.0	184.9	51.4	391.3	909.2	146.5	2,756.9
April	70.5	744.7	241.7	25.7	198.9	51.6	398.9	920.2	151.2	2,821.7
May*	72.6	757.5	247.9	34.8	218.0	52.8	407.0	940.6	152.2	2,907.3
June†	74.3	764.6	253.2	41.1	226.7	53.7	415.4	960.7	154.0	2,971.6
					Seasonally Adjusted					
1966—Total	737	8,090	2,513	410	2,448	486	4,125	9,056	1,536	29,661
1967—Total	813	8,581	2,815	431	2,546	562	4,527	10,198	1,648	32,385
1967—June	67.9	710.6	238.5	35.1	209.7	44.9	377.9	849.2	138.8	2,695.0
July	68.6	719.6	236.7	33.2	206.4	46.8	379.3	859.0	138.7	2,710.9
August	69.1	725.6	240.4	33.0	209.1	47.9	380.3	865.1	139.7	2,732.2
September	69.3	728.7	235.7	35.9	208.0	49.4	385.8	873.1	141.6	2,750.0
October	68.9	722.2	236.5	36.1	202.9	49.2	384.5	879.1	141.2	2,743.5
November	69.3	727.6	239.1	36.0	209.3	50.3	388.0	883.5	141.9	2,767.3
December	69.4	731.3	236.6	33.0	204.2	50.3	391.2	889.8	140.1	2,768.3
1968—January	70.8	739.2	242.3	33.7	209.1	50.7	394.7	898.3	142.3	2,803.0
February	71.0	727.9	242.9	33.8	211.8	51.7	397.0	907.8	143.1	2,809.5
March	71.7	730.4	247.4	34.9	212.8	52.9	399.6	915.8	143.5	2,831.6
April	73.0	752.7	246.3	34.2	215.3	52.6	403.0	927.9	145.6	2,873.4
May*	72.9	756.9	247.4	37.8	217.8	53.6	408.0	942.0	147.5	2,907.6
June†	72.4	752.7	247.5	39.6	213.2	53.0	409.3	946.5	147.4	2,904.0

*Revised †Preliminary.

†Includes post office wages and salaries. ‡Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, which do not show labour income in Agriculture, Fishing and Trapping.

NOTE: Monthly figures may not add to annual totals because of rounding.

SOURCE: *Estimates of Labour Income* (DBS Cat. No. 72-005).

Tables C-1, C-2 and C-4 are based on reports from employers having 20 or more employees in any month of the year; at May 1968, employers in the principal non-agricultural industries reported a total employment of 3,607,826. Table C-3 gives estimates of total employment, by industry divisions, for the provinces and Canada, derived from the survey of establishments employing 20 or more persons and from a sample survey of establishments employing less than 20 persons. Tables C-5 to C-7 are based on reports from a somewhat smaller number of firms than Tables C-1, C-2 and C-4. They relate only to wage earners for whom statistics of hours of work are also available, whereas Tables C-1, C-2 and C-4 relate to salaried employees as well as to all wage earners in the reporting firms.

TABLE C-1—Employment, Payrolls and Weekly Wages and Salaries

Year and Month	*Industrial Composite*‡			*Manufacturing*		
	Index Numbers (1961 = 100)			*Index Numbers (1961 = 100)*		
	Employment	*Average Weekly Wages and Salaries*	*Average Weekly Wages and Salaries*	*Employment*	*Average Weekly Wages and Salaries*	*Average Weekly Wages and Salaries*
			$			$
AVERAGES						
1963	104.4	106.4	83.27	106.1	106.6	86.90
1964	108.2	110.6	86.51	111.1	110.9	90.42
1965†	114.3	116.3	91.01	117.2	116.2	94.78
1966†	120.7	123.1	96.30	123.5	122.8	100.13
1967†	122.6	131.4	102.79	123.2	130.6	106.53
1967—May	122.3	130.6	102.19	122.9	129.8	105.86
June	125.3	131.6	102.96	124.7	130.7	106.60
July	125.8	132.1	103.35	124.3	130.1	106.12
August	127.0	132.5	103.66	126.7	130.9	106.73
September	125.9	133.9	104.77	125.5	133.0	108.45
October	124.8	134.3	105.10	123.3	134.1	109.32
November	124.3	134.5	105.26	123.2	134.5	109.71
December	120.5	131.1	102.49	119.8	132.1	107.83
1968—January	118.6	135.6	106.10	119.8	135.3	110.30
February	117.1	137.0	107.17	117.8	136.5	111.31
March	118.0	137.5	107.57	119.4	136.7	111.48
April*	119.3	139.3	108.97	120.2	140.2	114.33
May†	122.5	139.8	109.35	122.1	140.3	114.43

*Revised. †Preliminary.

‡Includes: Forestry; mining (including milling); manufacturing; construction; transportation, communication, and other utilities; trade; finance, insurance and real estate; service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

SOURCE: *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).

TABLE C-2—Area Summary of Employment and Average Weekly Wages and Salaries

Areas	Employment Index Numbers*			Average Weekly Wages and Salaries		
	May 1968	April 1968	May 1967	May 1968	April 1968	May 1967
	(1961 = 100)			$	$	$
REGION AND PROVINCE						
Atlantic Region	116.1	110.2	113.1	89.54	90.84	84.04
Newfoundland	117.5	112.6	114.5	98.41	100.85	91.02
Prince Edward Island	131.7	112.9	121.5	72.94	74.57	68.79
Nova Scotia	113.9	110.9	112.4	87.78	87.84	82.33
New Brunswick	116.3	107.4	112.2	87.58	89.40	83.09
Quebec	117.7	113.9	119.7	107.74	106.76	100.36
Ontario	125.8	123.8	124.9	112.88	112.61	105.62
Prairie Region	122.0	118.3	120.5	102.98	102.61	95.07
Manitoba	114.9	112.8	115.5	99.20	98.52	91.09
Saskatchewan	122.2	117.2	119.6	102.06	101.94	94.90
Alberta	127.9	123.5	125.2	106.24	106.05	98.28
British Columbia	128.2	124.6	129.3	120.21	119.37	113.97
CANADA	122.5	119.3	122.3	109.35	108.97	102.19
URBAN AREAS						
St. John's	136.8	129.9	134.7	87.09	92.68	80.31
Halifax	113.8	114.0	111.5	91.54	90.74	83.80
Sydney	101.6	99.2	99.0	94.19	93.02	93.96
Moncton	118.2	116.0	114.1	86.13	85.37	80.24
Saint John	107.3	108.2	108.7	87.35	87.02	83.16
Chicoutimi	106.1	102.5	113.0	124.12	124.79	121.22
Montreal	121.5	119.6	123.1	110.38	108.92	102.30
Quebec	113.1	111.0	118.3	94.17	93.00	85.22
Shawinigan	99.4	97.2	103.4	111.04	108.85	104.23
Sherbrooke	116.0	115.9	116.4	92.68	91.96	86.01
Trois-Rivières	112.5	109.1	119.7	96.47	98.02	94.23
Ottawa-Hull	128.0	124.7	124.3	100.20	101.63	95.40
Belleville	114.4	115.2	115.8	97.42	94.75	89.01
Brampton	260.7	256.4	252.3	111.41	110.75	102.96
Brantford	114.2	113.3	136.6	99.28	99.74	97.04
Fort William-Port Arthur	121.0	114.0	129.0	103.05	102.77	105.77
Guelph	139.8	136.8	135.1	102.46	100.97	94.65
Hamilton	120.6	118.7	118.4	115.38	116.20	110.54
Kingston	124.5	121.4	121.1	109.40	106.89	102.42
Kitchener	145.1	142.9	142.0	100.75	99.92	92.55
London	119.4	118.8	124.5	103.48	103.80	97.23
Niagara Falls	104.0	103.3	114.2	103.05	101.77	98.76
Oshawa	139.4	138.5	139.0	141.73	141.57	119.33
Peterborough	131.4	130.1	135.4	113.41	112.98	108.19
Sarnia	140.8	137.9	133.4	142.72	143.04	138.20
Sault Ste. Marie	118.4	116.2	120.0	121.57	123.24	118.65
Sudbury	114.7	112.4	109.3	128.60	129.73	117.83
St. Catharines	143.5	141.0	140.9	123.37	126.19	112.89
Timmins	76.8	75.6	84.1	99.26	99.37	94.22
Toronto	127.5	126.4	125.8	113.02	112.68	106.37
Welland	111.5	107.4	115.0	126.04	126.82	121.04
Windsor	148.2	149.7	149.7	134.98	131.93	115.77
Winnipeg	117.0	114.8	117.5	92.29	92.10	86.52
Regina	122.8	117.6	119.5	94.66	95.40	91.98
Saskatoon	146.2	141.9	139.1	93.87	95.94	90.63
Calgary	137.7	134.0	133.7	105.95	105.91	98.60
Edmonton	134.9	130.7	130.8	101.08	99.86	93.84
Vancouver	128.1	125.9	128.1	115.35	114.52	109.71
Victoria	122.7	119.9	124.4	103.53	102.89	96.90

*Latest figures subject to revision. SOURCE: *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).

TABLE C-3—Estimates of Employees by Industry, Provinces and Canada

This table was not received from the Dominion Bureau of Statistics in time for inclusion in this issue. It will reappear in December

TABLE C-4—Industry Summary of Employment and Average Weekly Wages and Salaries

Industries	Employment Index Numbers*			Average Weekly Wages and Salaries*		
	May 1968	April 1968	May 1967	May 1968	April 1968	May 1967
	(1961 = 100)			$	$	$
MINING, INCLUDING MILLING	111.2	107.3	108.9	137.53	138.46	127.87
Metals	105.9	103.7	106.4	137.98	138.47	129.01
Mineral fuels	104.2	101.4	103.7	144.40	144.09	133.49
Non-metals except fuels	127.0	119.5	112.6	127.55	130.63	118.62
Quarries and sand pits	112.5	101.8	124.7	119.29	116.84	112.29
Services incidental to mining	142.0	132.1	125.8	141.39	144.88	128.10
MANUFACTURING	122.1	120.2	122.9	114.43	114.33	105.86
Durable goods	132.2	130.2	133.9	123.68	123.52	113.11
Non-durable goods	113.9	112.1	114.0	105.76	105.71	99.01
Food and beverages	109.5	104.1	108.9	100.71	101.17	94.30
Foods	108.9	103.0	108.0	97.88	98.31	91.08
Beverages	113.1	110.9	114.4	117.80	117.79	113.25
Tobacco processing and products	91.7	94.3	94.0	121.44	117.03	111.40
Rubber products	112.5	122.4	120.1	111.81	113.88	106.71
Leather products	99.1	98.7	98.4	75.21	74.46	69.32
Textile products	116.6	116.6	118.1	96.01	94.73	88.04
Knitting mills	111.3	110.0	111.2	71.93	72.09	67.15
Clothing	108.9	108.9	110.5	69.73	70.08	63.76
Wood products	108.1	102.2	108.5	102.85	102.05	94.52
Furniture and fixtures	124.2	123.2	126.5	92.22	90.78	86.63
Paper and allied industries	119.2	116.1	119.2	130.61	132.02	123.46
Printing, publishing and allied industries	114.7	114.3	113.9	119.42	119.05	113.00
Primary metal industries	124.9	122.9	126.1	136.28	137.90	127.98
Metal fabricating industries	129.9	127.6	134.4	119.37	118.16	110.11
Machinery, except electrical	136.0	136.4	154.0	126.25	127.05	118.42
Transportation equipment	154.7	153.7	154.1	140.31	140.71	121.03
Electrical products	142.4	141.9	136.7	116.93	115.94	107.96
Non-metallic mineral products	118.9	115.2	119.7	120.47	117.93	113.23
Petroleum and coal products	106.4	102.2	105.1	169.99	166.85	155.82
Chemicals and chemical products	119.9	119.7	121.2	128.68	127.77	121.38
Miscellaneous manufacturing industries	136.7	135.3	131.5	98.54	97.95	92.07
CONSTRUCTION	122.2	111.5	123.3	136.64	136.93	130.68
Building	127.9	121.2	129.4	134.12	135.89	128.63
Engineering	112.4	94.6	112.8	141.60	139.24	134.75
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	109.2	107.7	112.3	120.82	119.98	111.71
Transportation	104.4	103.0	109.6	119.24	118.50	111.58
Storage	111.4	110.6	115.8	105.29	103.91	98.38
Communication	118.6	117.8	119.6	116.71	115.14	107.81
TRADE	127.4	126.1	124.2	86.45	85.78	81.45
Wholesale trade	121.0	119.5	120.6	107.66	106.74	101.06
Retail trade	130.9	129.8	126.1	75.57	75.06	70.98
FINANCE, INSURANCE AND REAL ESTATE	130.3	129.4	125.0	105.69	105.13	99.35
Financial institutions	132.3	131.7	127.4	103.04	102.27	95.12
Insurance and real estate	127.5	126.3	121.8	109.39	109.14	105.28
SERVICE	156.7	151.5	154.8	78.84	78.31	74.49
Recreational services	147.7	138.0	139.2	67.70	68.63	64.94
Business services	173.7	168.0	171.5	120.83	122.40	111.48
Personal services	144.4	140.5	142.4	57.94	57.74	55.03
Miscellaneous services	181.0	175.2	185.3	87.24	82.58	84.62
INDUSTRIAL COMPOSITE	122.5	119.3	122.5	109.35	108.97	102.19

*Latest figures subject to revision.

NOTE: Information for other industries is given in *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).

TABLE C-5—Hours and Earnings, Hourly Rated Wage Earners, by Industry

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	May 1968	April 1968	May 1967	May 1968	April 1968	May 1967	May 1968	April 1968	May 1967
				$	$	$	$	$	$
MINING, INCLUDING MILLING	41.8	41.8	42.0	3.03	3.04	2.82	126.89	126.87	118.29
Metals	41.2	41.3	41.5	3.15	3.16	2.96	129.89	130.33	122.96
Mineral fuels	41.7	40.7	43.0	2.67	2.63	2.37	111.17	107.04	102.05
Non-metals, except fuels	43.0	43.5	42.4	2.87	2.89	2.63	123.35	125.43	111.54
Quarries and sand pits	48.8	47.2	49.3	2.38	2.39	2.26	116.10	112.81	111.37
Services incidental to mining	41.5	41.9	39.5	3.28	3.26	3.06	136.19	136.68	120.94
MANUFACTURING	40.6	40.7	40.3	2.57	2.56	2.38	104.42	104.28	96.06
Durable goods	41.3	41.4	40.8	2.78	2.77	2.56	114.76	114.65	104.23
Non-durable goods	39.9	39.9	39.8	2.36	2.35	2.21	94.13	93.98	87.86
Food and beverages	40.0	39.8	39.8	2.26	2.29	2.12	90.63	91.10	84.44
Foods	39.9	39.7	39.7	2.21	2.23	2.06	88.14	88.53	81.63
Beverages	40.8	40.7	40.6	2.69	2.70	2.59	109.51	109.76	104.99
Tobacco processing and products	37.8	37.7	37.6	2.95	2.80	2.70	111.61	105.56	101.59
Rubber products	41.0	41.1	41.4	2.46	2.54	2.46	100.82	104.57	101.62
Leather products	39.5	39.1	38.6	1.74	1.73	1.63	68.83	67.82	63.04
Textile products	41.3	41.1	41.5	2.05	2.03	1.87	84.86	83.34	77.62
Miscellaneous textiles	40.9	41.2	39.9	2.20	2.18	1.70	89.80	89.65	68.04
Knitting mills	40.8	41.4	40.5	1.55	1.53	1.47	63.30	63.54	59.42
Clothing	36.9	37.1	36.3	1.71	1.71	1.58	63.10	63.38	57.22
Wood products	40.1	40.2	40.2	2.44	2.41	2.24	97.84	96.84	89.91
Furniture and fixtures	41.7	41.3	41.8	2.02	2.01	1.91	84.37	82.83	79.66
Paper and allied industries	40.8	41.4	41.0	2.99	2.99	2.81	121.80	123.60	115.23
Pulp and Paper mills	40.8	41.6	41.1	3.24	3.24	3.06	132.18	134.64	125.70
Printing, publishing and allied industries	38.2	38.3	38.7	3.06	3.03	2.86	116.61	115.96	110.90
Primary metal industries	41.0	41.5	40.8	3.11	3.11	2.92	127.63	128.89	119.39
Iron and steel mills	40.7	41.2	40.9	3.26	3.26	3.10	132.61	134.21	126.97
Metal fabricating industries	41.1	41.0	40.9	2.73	2.69	2.51	111.90	110.45	102.74
Machinery, except electrical	40.8	41.2	40.9	2.80	2.81	2.68	114.43	115.86	109.48
Transportation equipment	42.9	43.1	40.5	3.11	3.12	2.77	133.28	134.20	112.34
Aircraft and parts	40.4	41.8	41.1	2.92	2.95	2.69	118.07	123.19	110.60
Motor vehicles	44.0	44.2	41.0	3.22	3.26	2.88	141.93	143.94	117.91
Assembling	45.8	47.1	41.2	3.45	3.51	3.08	157.96	165.43	126.76
Parts and accessories	42.5	41.5	40.8	3.08	3.07	2.78	130.69	127.41	113.26
Shipbuilding and repairing	42.2	40.7	37.6	3.16	2.98	2.59	133.47	121.25	97.58
Electrical products	40.0	40.1	39.9	2.50	2.49	2.28	100.07	99.72	91.08
Communications equipment	39.7	39.4	39.3	2.37	2.35	2.15	93.82	92.87	84.25
Non-metallic mineral products	42.9	42.0	43.2	2.66	2.63	2.48	114.18	110.59	107.14
Petroleum and coal products	44.7	42.8	40.5	3.68	3.62	3.39	164.34	154.74	144.21
Chemical and chemical products	41.3	40.9	41.1	2.75	2.71	2.58	113.66	111.09	106.23
Miscellaneous manufacturing industries	40.5	40.4	40.4	2.08	2.07	1.94	84.10	83.68	78.21
CONSTRUCTION	40.6	40.3	41.2	3.29	3.33	3.13	133.78	134.35	128.67
Building	38.6	39.3	39.7	3.40	3.40	3.19	131.24	133.50	126.71
General contractors	39.0	39.2	38.8	3.32	3.35	3.07	129.39	131.31	119.15
Special trade contractors	38.3	39.3	40.4	3.46	3.44	3.30	132.75	135.27	133.18
Engineering	44.5	42.7	44.2	3.12	3.19	3.00	138.81	136.31	132.62
Highways, bridges and streets	45.5	43.2	45.0	2.60	2.64	2.45	118.35	114.26	110.27
Other engineering	43.6	42.2	43.4	3.64	3.64	3.55	158.65	153.71	153.99
OTHER INDUSTRIES									
Urban transit	42.0	41.2	44.3	3.10	3.09	2.87	130.48	127.44	127.05
Highway and bridge maintenance	40.1	41.4	39.0	2.37	2.36	2.27	95.13	97.68	88.39
Laundries, cleaners and pressers	38.5	38.7	38.8	1.49	1.49	1.40	57.49	57.79	54.27
Hotels, restaurants and taverns	33.4	33.4	34.2	1.49	1.48	1.38	49.61	49.30	47.30

Latest figures subject to revision.

SOURCE: *Man-Hours and Hourly Earnings* (DBS Cat. No. 72-003).

ABLE C-6—Hours and Earnings, of Hourly Rated Wage Earners in Manufacturing

Period	Average Weekly Hours	Average Hourly Earnings	Average Weekly Wages	Index Numbers of Average Weekly Wages (1961 = 100)	
				Current Dollars	1961 Dollars
		$	$		
verage					
1963	40.8	1.95	79.51	106.8	103.7
1964	41.0	2.02	82.96	111.4	106.3
1965†	41.0	2.12	86.89	116.7	108.0
1966†	40.8	2.25	91.95	123.1	110.2
1967†	40.3	2.40	96.84	130.1	112.4
ast Pay Period in					
967—May	40.3	2.38	96.06	129.0	112.0
June	40.6	2.39	97.13	130.5	112.2
July	40.2	2.40	96.45	129.6	110.9
August	40.5	2.40	97.43	130.9	112.2
September	40.8	2.43	99.20	133.2	114.4
October	40.8	2.45	99.88	134.2	114.8
November	40.7	2.46	100.18	134.6	114.5
December	38.7	2.50	96.78	130.0	110.1
968—January	40.0	2.49	99.52	133.7	113.1
February	40.4	2.49	100.53	135.0	113.2
March	40.1	2.51	100.63	135.2	113.2
April*	40.7	2.56	104.28	140.1	117.4
May†	40.6	2.57	104.42	140.3	117.1

*Revised. †Preliminary.

NOTE: The index of average weekly wages in 1961 dollars is computed by dividing the index of average weekly wages in current dollars by the onsumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*, DBS.

SOURCE: *Man-Hours and Hourly Earnings* (DBS Cat. No. 72-003).

ABLE C-7—Hours and Earnings in Manufacturing, Hourly Rated Wage Earners, by Province

	Average Weekly Hours*			Average Hourly Earnings*		
	May 1968	April 1968	May 1967	May 1968	April 1968	May 1967
				$	$	$
ewfoundland	43.3	43.6	42.3	2.03	2.07	1.97
ova Scotia	41.3	40.9	40.6	2.05	2.07	1.93
ew Brunswick	41.7	41.2	39.7	2.01	2.09	1.96
uebec	41.1	41.2	40.9	2.32	2.31	2.13
ntario	40.8	40.8	40.4	2.70	2.70	2.51
anitoba	39.3	39.5	39.6	2.30	2.29	2.13
askatchewan	37.8	39.3	39.7	2.71	2.71	2.47
lberta	39.2	39.2	39.1	2.64	2.62	2.45
ritish Columbia	37.7	37.9	37.9	3.20	3.20	2.95

*Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under surance plan, incentive bonus but not annual bonus.

NOTE: Information on hours and earnings by cities obtainable from *Man-Hours and Hourly Earnings*, DBS.

Latest figures subject to revision.

SOURCE: *Man-Hours and Hourly Earnings* (DBS Cat. No. 72-003).

D—Manpower Division

The reorganization of manpower activities under the Department of Manpower and Immigration has led to a number of administrative changes which have, in turn, altered the significance of D-Table statistics about employment placements and unfilled job vacancies.

The result is that valid comparisons with previous perio are not possible on the basis of these statistics. Accordingl their publication is being suspended.

New statistical series are being developed to give mo significant information about persons using the services Canada Manpower Centres.

E—Unemployment Insurance

Unemployment insurance statistics emanate from the operations of the Unemployment Insurance Act, and relate to persons in contact with the Unemployment Insurance Commission, either as contributors or claimants. The data are compiled in the Unemployment Insurance and Manpower Section, DBS, from information supplied by the UIC. The source for Tabl E-1 to E-4 is *The Statistical Report on the Operation of t Unemployment Insurance Act*, (DBS Cat. No. 73-001). F further information regarding the nature of the data s Technical Note, page 352, June issue.

TABLE E-1—Estimates of the Insured Population under the Unemployment Insurance Act

End of	*Total*	*Employed*	*Claimants*
1968—May	4,716,000	4,394,600	321,400
April	4,856,000	4,281,000	575,000
March	4,865,000	4,208,100	656,900
February	4,836,000	4,176,500	659,500
January	4,864,000	4,230,700	633,300
1967—December	4,811,000	4,309,500	501,500
November	4,783,000	4,446,400	336,600
October	4,734,000	4,491,500	242,500
September	4,750,000	4,539,100	210,900
August	4,832,000	4,604,900	227,100
July	4,803,000	4,556,700	246,300
June	4,751,000	4,508,200	242,800
May	4,684,000	4,402,900	281,100

TABLE E-4—Benefit Payments, by Province, June 1968

Province	*Weeks Paid**	*Amount of Benefit Paid*
Newfoundland	26,126	668,448
Prince Edward Island	3,497	80,272
Nova Scotia	32,534	783,865
New Brunswick	28,961	723,851
Quebec	318,613	8,277,840
Ontario	299,265	7,587,581
Manitoba	30,761	740,483
Saskatchewan	18,178	445,299
Alberta	36,903	943,750
British Columbia	120,390	3,149,189
Total, Canada, June 1968	915,228	23,400,578
Total, Canada, May 1968	1,778,939	46,278,029
Total, Canada, June 1967	726,258	17,837,292

*Represents the total of complete and partial weeks of benefit pa during the month.

TABLE E-3—Initial and Renewal Claims for Benefit, by Province, June 1968

Province	*Claims Filed at Local Offices*			*Disposal of Claims and Claims Pending at the End of the Month*			
	Total	*Initial*	*Renewal*	*Total Disposal of*	*Entitled to Benefit*	*Not Entitled to Benefit*	*Pending*
Newfoundland	2,006	1,549	457	2,257	1,059	1,198	779
Prince Edward Island	345	261	84	320	216	104	114
Nova Scotia	2,767	1,997	770	2,784	1,701	1,083	845
New Brunswick	2,398	1,821	577	2,679	1,692	987	725
Quebec	31,256	22,101	9,155	29,746	18,110	11,636	13,273
Ontario	34,934	24,720	10,214	31,569	19,536	12,033	13,619
Manitoba	2,580	2,020	560	2,861	1,813	1,048	624
Saskatchewan	1,567	1,261	306	1,460	847	613	452
Alberta	3,209	2,437	772	3,285	2,007	1,278	856
British Columbia	11,731	8,078	3,653	12,138	7,446	4,692	3,289
Total, Canada, June 1968	92,793*	66,245	26,548	89,099†	54,427	34,672	34,576
Total, Canada, May 1968	123,880	92,372	31,508	136,920	103,263	33,657	30,882
Total, Canada, June 1967	89,157	63,065	26,092	90,169	54,154	36,015	31,446

*In addition, revised claims received numbered 25,541.

†In addition, 25,383 revised claims were disposed of. Of these, 2,646 were special requests not granted and 1,116 were appeals by claimants. The were 5,518 revised claims pending at the end of the month.

TABLE E-2—Claimants Currently Reporting to Local Offices by Number of Weeks on Claim, Province and Sex, at June 28, 1968

Province and sex	Total Claimants	Number of Weeks on Claim (based on 20 per cent sample)				Total Claimants	
		1-4	5-13	14-26	27 or more*	May 31 1968	June 30 1967
CANADA	291,137	103,409	76,290	73,988	37,450	321,411	242,820
Male	177,098	67,684	46,533	42,661	20,220	205,672	148,019
Female	114,039	35,725	29,757	31,327	17,230	115,739	94,801
NEWFOUNDLAND	8,686	2,581	2,224	2,620	1,261	11,326	8,791
Male	6,872	2,088	1,836	2,041	907	9,453	7,252
Female	1,814	493	388	579	354	1,873	1,539
PRINCE EDWARD ISLAND	1,179	377	303	313	186	1,351	930
Male	737	244	186	212	95	906	574
Female	442	133	117	101	91	445	356
NOVA SCOTIA	10,998	3,113	3,022	2,882	1,981	13,025	10,691
Male	7,455	2,097	2,242	1,695	1,421	9,326	7,522
Female	3,543	1,016	780	1,187	560	3,699	3,169
NEW BRUNSWICK	9,682	2,782	2,860	2,551	1,489	12,035	9,583
Male	6,532	1,986	1,956	1,630	960	8,594	6,738
Female	3,150	796	904	921	529	3,441	2,845
QUEBEC	99,852	35,069	27,815	25,320	11,648	109,102	80,862
Male	66,679	24,228	18,677	17,183	6,591	76,065	54,569
Female	33,173	10,841	9,138	8,137	5,057	33,037	26,293
ONTARIO	97,926	37,500	23,589	24,334	12,503	103,176	85,297
Male	51,748	22,648	11,907	11,358	5,835	56,437	45,455
Female	46,178	14,852	11,682	12,976	6,668	46,739	39,842
MANITOBA	9,433	2,863	2,223	2,934	1,413	10,830	6,118
Male	4,969	1,641	1,128	1,413	787	6,256	2,820
Female	4,464	1,222	1,095	1,521	626	4,574	3,298
SASKATCHEWAN	5,686	1,525	1,454	1,729	978	6,721	3,771
Male	3,180	947	756	981	496	4,310	1,685
Female	2,506	578	698	748	482	2,411	2,086
ALBERTA	10,566	3,445	2,972	2,780	1,369	13,635	8,194
Male	5,985	1,946	1,777	1,517	745	8,567	4,547
Female	4,581	1,499	1,195	1,263	624	5,068	3,647
BRITISH COLUMBIA	37,129	14,154	9,828	8,525	4,622	40,210	28,583
Male	22,941	9,859	6,068	4,631	2,383	25,758	16,857
Female	14,188	4,295	3,760	3,894	2,239	14,452	11,726

*The bulk of the cases in this group were on claim from 27-39 weeks.

NOTE: Values less than 50 subject to relatively large sampling variability.

TABLE F-1—Total and Main Components of the Consumer Price Index

	Total	*Food*	*Housing*	*Clothing*	*Trans-portation*	*Health and Personal Care*	*Recreation and Reading*	*Tobacco and Alcohol*
				(1949 = 100)				
1963—Year	133.0	130.3	136.2	116.3	140.4	162.4	149.3	118.1
1964—Year	135.4	132.4	138.4	119.2	142.0	167.8	151.8	120.2
1965—Year	138.7	135.9	140.9	121.4	147.3	175.5	154.3	122.3
1966—Year	143.9	144.5	144.7	126.0	150.8	180.9	158.7	125.1
1967—Year	149.0	146.4	151.0	132.3	157.2	190.2	166.8	128.3
1967—August	150.9	151.2	152.2	132.3	158.0	191.9	167.9	128.6
September	150.7	148.5	152.6	134.7	158.4	191.4	168.7	128.6
October	150.5	147.8	153.1	133.7	157.9	193.2	169.4	128.6
November	151.0	148.0	153.4	134.5	157.9	193.8	170.5	128.7
December	151.8	148.6	153.8	134.7	159.6	193.8	169.7	133.0
1968—January	152.6	150.4	154.7	133.4	160.0	193.6	170.2	136.3
February	152.7	149.8	155.4	134.0	159.2	194.3	171.8	136.4
March	153.2	148.7	156.0	135.6	160.3	194.3	172.5	138.4
April	154.1	149.8	156.6	136.3	160.8	197.0	172.1	140.9
May	154.2	148.9	157.1	135.8	161.0	197.8	174.2	141.1
June	154.7	149.4	157.6	136.4	161.8	197.9	174.2	141.1
July	155.6	151.9	158.3	136.1	161.9	198.8	174.8	141.1
August	156.0	153.6	158.4	135.7	161.8	199.1	175.2	141.1

NOTE: 1957 weighted. Calculated by the Prices Division, DBS.

TABLE F-2—Consumer Price Indexes for Regional Cities of Canada at the Beginning of August 1968

	All Items									
	August 1968	*July 1968*	*August 1967*	*Food*	*Housing*	*Clothing*	*Trans-portation*	*Health and Personal Care*	*Recrea-tion and Reading*	*Tobacco and Alcohol*
					(1949 = 100)					
St. John's, Nfld.*	137.9	136.2	130.9	135.2	125.4	135.6	133.4	194.5	160.4	139.9
Halifax	148.1	147.3	143.1	149.6	144.2	143.9	144.8	204.5	193.9	139.9
Saint John	151.4	150.9	145.9	153.8	142.4	147.6	159.7	218.4	180.2	139.4
Montreal	153.7	153.1	149.7	159.0	148.6	126.5	185.4	199.7	180.1	146.5
Ottawa	155.7	155.2	148.6	158.5	149.2	140.4	177.5	207.9	172.8	152.3
Toronto	157.4	157.4	152.1	150.5	159.1	143.2	161.2	195.5	216.3	149.4
Winnipeg	151.3	150.9	146.5	150.0	139.3	151.5	152.3	227.7	169.7	154.1
Saskatoon-Regina	146.0	145.6	140.9	148.0	138.1	150.5	147.8	178.1	173.5	140.5
Edmonton-Calgary	146.6	146.3	141.3	144.5	141.2	146.7	149.0	207.0	169.0	132.1
Vancouver	149.1	148.8	144.7	148.0	149.3	139.6	157.8	180.8	167.7	136.0

*St. John's index on the base June 1951 = 100.

NOTE: Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as betwee cities.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of Labour on the basis of reports from the Manpower Division, Department of Manpower and Immigration. The first three tables in this section cover strikes and lockouts that amount to ten or more man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series, see page 67, January issue.

TABLE G-1—Strikes and Lockouts, 1963-68

Month or Year	*Strikes and Lockouts Beginning During Month or Year*	*Strikes and Lockouts in Existence During Month or Year*			
		Strikes and Lockouts	*Workers Involved*	*Duration in Man-Days*	
				Man-Days	*Per cent of Estimated Working Time*
1963	318	332	83,428	917,410	0.07
1964	327	343	100,535	1,580,550	0.11
1965	478	501	171,870	2,349,870	0.17
1966	582	617	411,459	5,178,170	0.34
1967	498	522	252,123	3,974,630	0.25
*1967—August	38	100	30,526	415,700	0.29
September	31	92	34,282	449,550	0.36
October	21	70	24,725	326,850	0.25
November	18	70	19,148	251,460	0.18
December	11	55	9,436	151,230	0.13
*1968—January	24	56	19,758	207,390	0.16
February	42	76	49,069	590,840	0.46
March	37	83	41,296	682,180	0.53
April	42	86	41,751	324,790	0.25
May	64	116	30,993	410,710	0.30
June	75	152	46,215	544,310	0.42
July	36	137	62,069	867,810	0.59
August	57	146	59,956	635,340	0.43

*Preliminary

TABLE G-2—Strikes and Lockouts, August 1968 by Industry (Preliminary)

Industry	*Strikes and Lockouts*	*Workers Involved*	*Man-Days*
Forestry	1	300	600
Mines	4	1,717	31,920
Manufacturing	85	22,708	312,810
Construction	30	5,363	63,580
Transportation and utilities	9	26,227	151,530
Trade	11	3,337	72,120
Finance	—	—	—
Service	4	46	1,010
Public administration	2	258	1,770
ALL INDUSTRIES	146	59,956	635,340

TABLE G-3—Strikes and Lockouts, August 1968 by Jurisdiction (Preliminary)

Jurisdiction	*Strikes and Lockouts*	*Workers Involved*	*Man-Days*
Newfoundland	1	36	790
Prince Edward Island	—	—	—
Nova Scotia	4	120	2,070
New Brunswick	4	761	6,020
Quebec	32	9,827	159,020
Ontario	75	18,174	274,330
Manitoba	4	189	4,070
Saskatchewan	3	790	5,940
Alberta	4	299	5,340
British Columbia	13	2,923	17,960
Federal	6	26,837	159,800
ALL JURISDICTIONS	146	59,956	635,340

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers August 1968 (Preliminary)

Industry, Employer — *Location*	*Union*	*Workers Involved*	*Duration in Man-Days* — *August*	*Accumulated*	*Starting Date* — *Termination Date*	*Major Issues* — *Results*
FORESTRY						
MacMillan Bloedel, Sproat Lake Div., Port Alberni, B.C.	Woodworkers Loc. 1-85 (AFL-CIO/CLC)	300	600	600	Aug. 8 Aug. 12	Premium pay for working i burned timber—Return of worker
MINES						
Metal						
Campbell Chibougamau Mines Ltd., Chibougamau, Que.	Steelworkers Loc. 5186 (AFL-CIO/CLC)	650	14,300	37,050	June 12 —	Wages, overtime, safety measures
Endako Mines, Fraser Lake, B.C.	Steelworkers, Loc. 959 (AFL-CIO/CLC)	355	7,810	8,880	July 27 —	Wages, hours of work—
Rio Algom Mines, Ltd.,* Elliot Lake, Ont.	Steelworkers Loc. 5417 (AFL-CIO/CLC)	650	8,450	8,450	Aug. 14 —	Wages, pension plan—
MANUFACTURING						
Food and Beverages						
Robin Hood Flour Mills Ltd.,* Port Colborne, Ont.	Packinghouse Workers Loc. 416 (AFL-CIO/CLC)	166	3,650	14,600	Apr. 27 —	Wages, fringe benefits—
Three meat packers, St. Boniface, Man.	Packinghouse Workers Locs. 228-228A (AFL-CIO/CLC)	110	2,420	7,040	June 3 —	Wages—
Marven's Ltd., Moncton, N.B.	Packinghouse Workers Loc. 302 (AFL-CIO/CLC)	138	550	4,970	June 17 Aug. 7	Wages—4% increase June 1968 3% Dec. 1969, 4% June 1970 3% Dec. 1970, other benefits.
Silverwoods Dairy, Windsor, Ont.	Teamsters Loc. 647 (Ind.)	100	200	200	Aug. 20 Aug. 23	Wages, working conditions—
David et Frère, (1967) Ltée., Montreal, Que.	Commerce and Office Empls. (CNTU)	600	1,200	1,200	Aug. 29 —	Wages and benefits—
Rubber						
Goodyear Tire & Rubber Co. of Canada Ltd., Toronto, Ont.	Rubber Workers various locals (AFL-CIO/CLC)	2,400	52,800	219,580	May 3 —	Wages, hours—
Standard Products Ltd., Stratford, Ont.	National Council of Canadian Labour (Ind.)	175	350	350	Aug. 20 Aug. 22	Change in hours of work—return of workers pending arbitration.
Textile						
Peeters Textile Mills, Ideal Bedspread Co., Granby, Que.	Textile Federation (CNTU)	163	1,790	1,790	Aug. 13 Aug. 28	Wages, fringe benefits—$1.57 hr wage rate now, 10¢ increase i 1969, 20¢ in 1970, other benefits.

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers August 1968 (Preliminary) (Continued)

Industry, Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues — Results
			August	Accumulated		
Wood						
International Plywoods Ltd., Gatineau, Que.	Pulp and Paper Mill Workers Loc. 143 (AFL-CIO/CLC)	205	1,850	28,720	Jan. 25 Aug. 14	Wages—Wage increase
J. E. Boyle Ltd., Davidson, Que.	Woodworkers, Loc. 2-2287 (AFL-CIO/CLC)	133	1,600	4,660	June 28 Aug. 19	Wages—15¢ hr. increase Apr. 68, 8¢ next 6 mos., 7¢ next 6 mos., other benefits.
John Lewis Inc., Ville d'Anjou and Grand'Mère, Que.	United Textile Workers, Loc. 397 (AFL-CIO/CLC)	144	2,710	6,020	June 28 —	Wages—
Kootenay Forest Products, Nelson, B.C.	Woodworkers (AFL-CIO/CLC)	160	480	480	Aug. 19 Aug. 22	Protesting unsafe working conditions—Not reported.
Paper						
Northwestern Pulp and Power Co. Ltd., Hinton, Alta.	Woodworkers Loc. 1-207 (AFL-CIO/CLC)	250	4,250	12,250	June 17 Aug. 26	Wages—Not reported.
Abitibi Provincial Paper Ltd., Thorold, Ont.	Pulp and Paper Mill Workers, Loc. 290 (AFL-CIO/CLC)	800	17,600	40,000	June 21 —	Dissatisfaction over progress of negotiations—
Kimberly Clark of Canada Ltd., St. Catharines, Ont.	Pulp and Paper Mill Workers, Loc. 289 (AFL-CIO/CLC)	211	5,280	11,620	June 23 —	Breakdown in negotiations—
Kimberly Clark of Canada Ltd., Rexdale, Ont.	Chemical Workers Loc. 813 (AFL-CIO/CLC)	398	8,760	13,930	July 13 —	Failure to reach agreement—
Domtar Pulp & Kraft Paper Ltd., Windsor and East Angus, Que.	Pulp and Paper Workers Federation (CNTU)	1,246	27,410	39,870	July 18 —	Wages—
Consolidated-Bathurst Ltée, Port Alfred, Que.	Pulp and Paper Workers Federation (CNTU)	600	12,500	12,500	Aug. 9 —	Inability to agree on one clause in the proposed new contract—
Irving Pulp and Paper Ltd., Saint John, N.B.	Pulp and Paper Mill Workers Loc. 30 (AFL-CIO/CLC)	289	1,730	1,730	Aug. 22 Aug. 30	Wages and benefits—15¢ an hr. increase 1st year, 18¢ an hr. increase 2nd year.
Ontario-Minnesota Pulp and Paper Co. Ltd., Boise Cascade subsidiary, Fort Frances, Ont.	Pulp and Paper Mill Workers Loc. 92 (AFL-CIO/CLC)	450	2,250	2,250	Aug. 25 —	Managerial rights' clause in proposed contract—
Anglo Paper Products Ltd., Quebec, Que.	Pulp and Paper Mill Workers, Loc. 137 (AFL-CIO/CLC)	1,200	1,200	1,200	Aug. 27 Aug. 28	Protesting working conditions—Return of workers.

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers August 1968 (Preliminary) (Continued)

Industry, Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues — Results
			August	Accumulated		
Printing & Publishing						
The Star, Telegram and Globe and Mail, Toronto, Ont.	Typographical Union Loc. 91 (AFL-CIO/CLC)	349	7,680	424,370	July 9 1964	Working conditions as affected b computers, job security, unio membership of foremen—
Primary Metals						
Crowe Foundry Ltd., Hespeler, Ont.	Moulders Loc. 23 (AFL-CIO/CLC)	110	2,420	11,660	Apr. 2 —	Wages—
Abex Industries of Canada Ltd., Joliette, Que.	Steelworkers, Loc. 4077 (AFL-CIO/CLC)	218	4,800	12,870	June 10 —	Change of effective date—
Metal Fabricating						
American Standard Products Ltd., Toronto, Ont.	Steelworkers Loc. 6299 (AFL-CIO/CLC)	212	4,660	13,780	May 30 —	Wages—
The Pedlar People Ltd., Oshawa, Ont.	Steelworkers, Loc. 6958 (AFL-CIO/CLC)	235	1,410	10,810	June 18 Aug. 6	Slow progress of negotiations— 60¢ an hr. increase over 2 years.
Aluminum Co. of Canada Ltd., Richmond, B.C.	Steelworkers Loc. 6623 (AFL-CIO/CLC)	127	640	640	Aug. 15 Aug. 22	Wages, length of agreement, seniority—Increases of 13¢ hr eff. Aug. 68, 5¢ an hr. eff. Dec. 68 17¢ hr. eff. Aug. 69, other benefits
Dominion Bridge Co., Vancouver, B.C.	Structural Iron Workers, Loc. 712 (AFL-CIO/CLC)	225	2,030	2,030	Aug. 20 —	Union security, wages, fringe benefits—
Machinery						
Dover Corp. (Canada) Ltd., Division Turnbull Elevators, Toronto, Ont.	Machinists Loc. 1257 (AFL-CIO/CLC)	160	3,520	13,520	May 2 —	Wages—
Delamere & Williams Co. Ltd., Toronto, Ont.	U.E. Loc. 512 (Ind.)	110	2,420	9,130	May 6 —	Wages—
International Harvester Co. of Canada Ltd., Hamilton, Ont.	Steelworkers, Loc. 2868 (AFL-CIO/CLC)	1,864	13,050	70,840	June 18 Aug. 12	Wages, benefits, seniority, standards—
De Laval Co. Ltd. Peterborough, Ont.	Machinists, Loc. 872 (AFL-CIO/CLC)	237	5,210	8,290	July 13 —	Wages, improved working con ditions—
Transportation Equipment						
Bendix-Eclipse of Canada Ltd., Windsor, Ont.	Auto Workers Loc. 195 (AFL-CIO/CLC)	317	1,590	11,410	June 18 Aug. 8	Wage parity with company's U.S. workers—Eventual parity with U.S workers by the end of contract.
Orenda Ltd., Malton, Ont.	Machinists, Loc. 717 (AFL-CIO/CLC)	1,250	15,000	42,500	July 5 Aug. 19	Wages, fringe benefits—27¢ to 48 per hr. increase, plus 17¢ in 1969 17¢ in 1970, cost of living bonus.
International Harvester Co. of Canada Ltd., Chatham, Ont.	Auto Workers Loc. 127 (AFL-CIO/CLC)	915	20,130	32,030	July 15 —	Wages, other benefits—

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers August 1968 (Preliminary) (Continued)

Industry, Employer — Location	Union	Workers Involved	Duration in Man-Days: August	Duration in Man-Days: Accumulated	Starting Date — Termination Date	Major Issues — Results
Auto Specialities Mfg. Co. of Canada Ltd., Windsor, Ont.	Auto Workers Loc. 193 (AFL-CIO/CLC)	280	4,480	4,480	Aug. 5 Aug. 27	Wages, working conditions—63¢ an hr. increase for production workers, 85¢ for skilled tradesmen, over 3 years, other benefits.
Davie Shipbuilding Ltd., Lauzon, Que.	Not reported	300	300	300	Aug. 7 Aug. 8	Not reported—Return of workers
Dominion Forge Co., Windsor, Ont.	Auto Workers Loc. 195 (AFL-CIO/CLC)	668	8,020	8,020	Aug. 15 —	Wages, working conditions, fringe benefits—
Three automotive parts manufacturers, Windsor, Ont.	Auto Workers Loc. 195 (AFL-CIO/CLC)	489	4,890	4,890	Aug. 18 —	Wages, fringe benefits, working conditions—
Ford Motor Co. of Canada Ltd., St. Thomas, Ont.	Auto Workers Loc. 1520 (AFL-CIO/CLC)	1,200	4,800	4,800	Aug. 23 Aug. 29	Working conditions—Return of workers.
Electrical Products						
Square "D" Co. of Canada Ltd., Toronto, Ont.	U.E. Loc. 505 (Ind.)	350	7,700	14,000	July 8 —	Wages, fringe benefits—
Proctor Silex Ltd., Picton, Ont.	I.U.E. Loc. 585 (AFL-CIO/CLC)	103	2,270	3,400	July 17 —	Wages, hours—
Non-Metallic Mineral Products						
Canadian Carborundum Co. Ltd., Niagara Falls, Ont.	Steelworkers Loc. 4151 (AFL-CIO/CLC)	395	2,770	29,240	Apr. 26 Aug. 12	Wages, vacations, holidays, health and welfare plan—Increase from $2.20 hr. to $2.385 hr. retroactive to Jan. 30, 1968, $2.565 hr. on April 25/69, other benefits.
Miscellaneous Manufacturing						
North American Plastics Ltd., Wallaceburg, Ont.	Auto Workers Loc. 251 (AFL-CIO/CLC)	295	6,490	21,740	May 17 —	Wages, union security, grievance procedure—
Torrington Co. Ltd., Bedford, Que.	Auto Workers Loc. 956 (AFL-CIO/CLC)	444	9,770	26,200	June 8 —	Wages, hours, fringe benefits—
Welment Industries, Welland, Ont.	Steelworkers Loc. 5955 (AFL-CIO/CLC)	150	1,350	1,350	Aug. 20	Wages—
CONSTRUCTION						
Eastwood Construction Co. Ltd., Peterborough and Lindsay, Ont.	Various unions	100	2,200	6,700	May 29 —	Delayed negotiations in a new contract—
Niagara Construction Association, Niagara Peninsula, Ont.	Bricklayers, Locs. 4, 27, 32 (AFL-CIO/CLC)	200	3,400	9,800	June 17 Aug. 26	Wages—80¢ an hr. over 2 yrs.
Niagara Construction Association, Niagara Peninsula, Ont.	Carpenters, Loc. 38 (AFL-CIO/CLC)	750	16,500	37,500	June 21 —	Locked out because of inability to carry out further work without striking bricklayers—

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers August 1968 (Preliminary) (Continued)

Industry, Employer — *Location*	*Union*	*Workers Involved*	*Duration in Man-Days* — *August*	*Duration in Man-Days* — *Accumulated*	*Starting Date* — *Termination Date*	*Major Issues* — *Results*
Kingston Builders Exchange Kingston and area, Ont.	I.B.E.W. Loc. 115 (AFL-CIO/CLC)	480	5,360	18,340	June 24 Aug. 12	Wages, travel time allowance \$4.31 per hr. Jan. 1968, \$4.57 hr. Jan. 1969, increase in trav allowance, other benefits.
Modern Paving, Saint Lambert, Notre-Dame-du-Bon-Conseil, Comte de Levis, Que.	CNTU	110	2,420	5,170	June 26 —	Security of employment—
Lakehead Builders Exchange, Port Arthur, Fort William, Ont.	Five unions	510	8,670	19,890	July 2 Aug. 26	Wages—85¢ increase for plumbe and electricians, \$1.11 increase f iron workers, 65¢ increase f painters, 60¢ for bricklayers over 2 yrs.
Prince Albert Construction Assoc., Prince Albert, Sask.	Labourers Loc. 890 (AFL-CIO/CLC)	100	100	2,000	July 5 Aug. 2	Pension plan—A board of truste to administer the pension plan.
Master Plumber's Assc. of Moncton, Moncton, N.B.	Plumbers, Loc. 694 (AFL-CIO/CLC)	134	2,140	4,550	July 8 Aug. 23	Wages, union security—25¢ Aug./68, 25¢ Feb./69, 25¢ Aug./6 25¢ Feb./70, other benefits.
Several plumbing Contractors, Various locations, Northwestern Ontario.	Plumbers Loc. 508 (AFL-CIO/CLC)	200	4,400	7,000	July 15 —	Wages, other benefits—
Foresteel Industries Ltd., Colonsay, Sask.	Boilermakers, (AFL-CIO/CLC)	610	4,880	4,880	Aug. 7 Aug. 19	Refusal to handle products of strike bound plant—Dispute settl at strike-bound plant.
Masonry Contractors' Association, Lower Mainland, B.C.	Labourers, Loc. 602 (AFL-CIO/CLC)	125	500	500	Aug. 12 Aug. 16	Wages and fringe benefits—N reported.
Corporation des Electriciens, Sherbrooke, Que.	CNTU	225	3,150	3,150	Aug. 13 Aug. 31	Wages—20¢ an hr. increase.
Mica Dam Constructors, Mica Creek, B.C.	Various unions	803	2,410	2,410	Aug. 14 Aug. 19	Allegedly unsafe working co ditions—Return of workers.
Parsons and Whittmore, Nackawic, N.B.	Not reported	200	1,600	1,600	Aug. 14 Aug. 26	Not reported—Contract sign between employer and Frederict Building Trades Council.
Brenda Mines Ltd., Peachland, B.C.	Various unions	500	1,000	1,000	Aug. 26 Aug. 28	Respecting picket line of strik bound sub-contractor—Remov of picket line following remov of sub-contractor from job site.
TRANSPORTATION AND UTILITIES						
Transportation						
Rod Service Ltée,* Montreal, Que.	Public Service Employees Fed. (CNTU)	379	1,080	1,080	Aug. 9 Aug. 14	Interpretation of contract term workers seeking pay for weeks th were idled by the postal strike Return to work, dispute submitte to arbitration.

ABLE G-4—Strikes and Lockouts Involving 100 or More Workers August 1968 (Preliminary) (Concluded)

Industry, Employer — Location	Union	Workers Involved	Duration in Man-Days: August	Duration in Man-Days: Accumulated	Starting Date — Termination Date	Major Issues — Results
torage						
Lakehead Grain Handlers Association,* Fort William, Port Arthur, Ont.	Railway Clerks Lodge 650 (AFL-CIO/CLC)	1,142	25,120	36,540	July 18 —	Wages—
ommunication						
Northern Telephone Ltd.,* Téléphone du Nord de Québec Inc., Various locations, Northern Ontario and Quebec.	Communications Workers Locs. C-6 and C-11 (AFL-CIO/CLC)	500	1,500	22,500	June 3 Aug. 6	Wages, union security, retroactive pay, contract term—$19 week increase for clerical, $18 a week increase for operators, 50¢ an hr. increase for plant workers, over 30 months.
Government of Canada Post Office Dept.,* Canada-wide.	Council of postal unions (CLC)	24,000	120,000	360,000	July 18 Aug. 8	Wages, working conditions—21¢ an hr. retroactive to Aug. 1/67, 18¢ an. hr. on Oct. 1, 1968.
ower, Gas and Water						
Provincial Gas Company, Various locations, Niagara Peninsula, Ont.	I.U.E. Loc. 517 (AFL-CIO/CLC)	107	1,280	5,560	June 5 Aug. 19	Wages, retroactive pay, other conditions—18% increase 1st yr., 6% 2nd yr., 6% 3rd yr.
RADE						
Quebec Liquor Board, Province-wide, Que.	Public Service Employees' Federation (CNTU)	2,980	64,570	143,470	June 25 —	Wages—
Samuel Son & Co. Ltd., Cooksville, Ont.	Steelworkers Loc. 6398 (AFL-CIO/CLC)	175	3,850	6,650	July 10 —	Wages—
UBLIC ADMINISTRATION						
ocal Administration						
City of New Westminster, New Westminster, B.C.	Public Employees, Loc. 387 (CLC)	228	910	7,480	June 21 Aug. 7	Wages—8% increase 1st yr., 5.25% increase 2nd yr., other benefits.

*Federal jurisdiction.

H—Employment Fatalities

TABLE H—Employment Fatalities During Second Quarter of 1968

	Agriculture	*Forestry*	*(1) Fishing*	*(2) Mining*	*Manufacturing*	*Construction*	*(3) Transportation*	*Trade*	*(4) Finance*	*(5) Service*	*(6) Public Administration*	*Total*	*Per Cent of Total*
By Industry* and Age Group													
14–19	1	2	—	1	2	1	1	1	—	1	—	10	5.5
20–24	—	5	1	3	1	4	6	1	—	—	—	21	11.5
25–44	1	6	1	14	12	16	15	7	—	2	5	79	43.4
45–64	2	9	2	5	13	11	9	1	—	4	5	61	33.5
65 and over	—	—	2	5	2	1	—	—	—	—	1	11	6.1
TOTAL	4	22	6	28	30	33	31	10	—	7	11	182**	100.0
By Industry and Occupation†													
Farmers (a)	4	—	—	—	—	—	—	—	—	—	—	4	2.2
Loggers (b)	—	18	—	—	—	—	—	—	—	—	—	18	9.9
Fishermen (c)	—	—	5	—	—	—	—	—	—	—	—	5	2.8
Miners (d)	—	—	—	23	—	1	1	—	—	—	—	25	13.7
Craftsmen (e)	—	1	—	3	23	22	6	4	—	3	2	64	35.2
Labourers (f)	—	—	—	—	1	8	1	—	—	2	3	15	8.2
Transport (g)	—	3	1	2	2	1	20	4	—	—	—	33	18.1
Managerial	—	—	—	—	2	1	1	1	—	—	—	5	2.8
Professional (h)	—	—	—	—	1	—	1	—	—	—	—	2	1.1
Clerical	—	—	—	—	—	—	—	—	—	—	—	—	—
Sales	—	—	—	—	—	—	—	1	—	—	1	2	1.1
Service (i)	—	—	—	—	1	—	1	—	—	2	5	9	4.9
TOTAL	4	22	6	28	30	33	31	10	—	7	11	182**	100.0
By Industry and Type of Accident‡													
Struck by objects (j)	—	15	1	9	5	10	5	3	—	1	4	53	29.1
Falls and slips (k)	1	2	5	6	6	12	2	—	—	1	2	37	20.3
Collisions, derailments (l)	—	1	—	3	4	4	19	6	—	1	2	40	22.0
Caught in, on, between(m)	2	3	—	1	4	2	2	1	—	—	1	16	8.8
Inhalations (n)	—	—	—	9	6	—	—	—	—	—	—	15	8.2
Conflagrations (o)	—	1	—	—	3	—	1	—	—	—	—	5	2.8
Electric current (p)	1	—	—	—	1	4	1	—	—	1	2	10	5.5
Over-exertion (q)	—	—	—	—	—	—	—	—	—	2	—	2	1.1
Striking against (r)	—	—	—	—	—	—	—	—	—	—	—	—	—
Miscellaneous (s)	—	—	—	—	1	1	1	—	—	1	—	4	2.2
TOTAL	4	22	6	28	30	33	31	10	—	7	11	182**	100.0
PER CENT OF TOTAL	2.2	12.1	3.3	15.4	16.5	18.1	17.0	5.5	—	3.9	6.0	100.0	—

*Includes: (1) Trapping and hunting. (2) Quarrying and oil wells. (3) Storage, communication, electric power, gas and other utilities. (4) Insurance and real estate. (5) Community, business and personal service. (6) Defence.

†Includes: (a) Farm workers. (b) Related workers. (c) Trappers and hunters. (d) Quarrymen and related workers. (e) Production process and related workers. (f) Unskilled workers (not agricultural, logging, fishing or mining). (g) Communication workers. (h) Technical occupations. (i) Recreation workers.

‡Includes: (j) Tools, vehicles, etc. (k) On same level and to different levels. (l) Wrecks, etc. (m) Machinery, vehicles, etc. (n) Contact, absorptions, ingestions and industrial diseases. (o) Temperature extremes and explosions. (p) Lightning. (q) Strains, hernia, etc. (r) Stepping on objects. (s) Violence, bites, stings, etc.

**Of these totals, 158 fatalities were reported by various provincial Workmen's Compensation Boards; details of the remaining 24 were obtained from other sources.